



The Journal of **ELECTRICAL WORKERS** AND OPERATORS

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VOL. XXIX

WASHINGTON, D. C., APRIL, 1930

NO. 4



Great Plague

1930-414



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(This advertisement is inserted to assist the work of the National Tuberculosis Association.)



OFFICIAL ORGAN OF THE INTERNATIONAL ELECTRICAL WORKERS AND OPERATORS

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Magazine Chat

An acrostic from an enthusi-
astic member of Local Union
No. 3 spells B-R-O-A-C-H thus:

I. B. E. W.'s new building
Local Union No. 3.

B-rotherhood
R-esponsibility
O-pportunity
A-pplication
C-harity
H-appiness.

Then the loyal member adds:
"Located at Work and Think
Streets; telephone, less talk and
more action."

It is straws like these in the
spring wind of purpose and en-
thusiasm that tell us much
about the will-to-power in the
union today.

Financial Secretary Clayton,
of Local Union No. 125, appre-
ciates the research department.
He writes:

"I want to thank you for the
data you submitted. I am sure
it will be of material value to
us in our negotiations with the
company. It is just such work
as this that shows the member-
ship at large that the Interna-
tional Office is of such vital
importance. Statistics such as
you offer are impossible to ob-
tain here."

H. H. Stead, Local Union No.
36, sends us a facsimile repro-
duction of the first page, Vol-
ume 1, No. 1, of the Daily
Unionist, published in Sacra-
mento City, Calif., March 19,
1851, 79 years ago. To tell the
truth, we did not know Califor-
nia had a labor paper that old.
This is a valuable souvenir of
real historical importance. The
language is a little elevated:

"Honest Labor—We see the
man who scorns honest labor,
who clothes himself in fine linen,
and fares sumptuously every
day. On his back is the fleece
of the peasant's sheep, sheared
by the peasant's strong hand,
whitened in the clear flow of the
mountain stream, and spun by
hands, if not as white, more
pure and stainless than the
crowned queen's. Not a rag of
all that curiously wrought,
colored and fashioned gear,
which defends him from the
keen frost, and scorch of sum-
mer, and gives him grace in the
eye of beauty—not a single rag
is there but rises up in judg-
ment and gives him back scorn
for scorn.—Fool and drone."

We wonder how many con-
verts this won to labor's cause
in the gold rush days.



Courtesy California Palace Legion of Honor.

"THE YOUNG PIONEER"

By Haig Patigan

Pioneers and pioneer days have long ago passed, but there is opportunity to exercise the pioneer spirit in new industrial problems



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Plague of Unemployment Sweeps Across the World

FOREMOST problem of the generation—the sickness of modern society—the by-product of mass production and the new technology—these are phrases being used to describe unemployment. They stress the seriousness of the situation, the constant character of idleness, and seek to find the cause in the midst of the disease—namely in the mode of production. Evidence seems forthcoming that unemployment—that is, vast masses of men who are willing to work and can not—is inherent in the business system. In those nations where mass production has not been adopted in wholesale like France, jobs are adequate. Few men are idle. In highly technicalized nations like the United States and Great Britain men walk the streets looking for work in vain. Unemployment exists alongside of and in the midst of prosperity.

One striking and thought-provoking fact for American unionists is this: the crash in the New York stock exchange affected business tremendously in Europe. German and Austrian workers are idle because of the debacle in Wall Street.

Scope of Unemployment

All nations are seeking desperately for remedies, but all appear to agree that some fundamental change in the business structure is necessary. Surface remedies won't work.

If you are to enjoy mass manufacturing, and the luxuries of surplus production, then when the business wheels stop, you can take your dividend of grief in certain ways.

- (1) Go back to the more primitive method of production, and give up mass consumption;
- (2) or take a cut in wages;
- (3) or take deflation by enforced idleness until the business machine starts up again;
- (4) or rationalize still further in the hope of abolishing the periodical stoppage of business.

Statistics of unemployment are as hard to get in foreign countries as in the United States. They appear to be of two kinds. (1) Those uncovered by unemployment benefits distributed by governments; (2) and those kept by trade-unions. Here is a record of both kinds supplied by the International Labor Office.

The Unemployed in Certain Countries of Europe November-December, 1929

Germany	1,200,396
Belgium	19,000
Austria	266,567
Denmark	55,077
France	817
Great Britain	1,071,849

It takes a figure of speech like plague, or scourge, to describe the wide-spread sickness of unemployment which infects the world. The United States is just now in the midst of unusual unemployment, but unemployment is a world-wide, constant phenomenon. Ten million men are always idle.

Italy	408,748
Norway	22,092
Poland	186,427
Sweden	33,581
Russia (July)	1,310,500
Netherlands	10,470

The Percentage of Trade Union Members Out of Work in Certain Nations of Europe—December, 1929

	Per Cent
Germany	20.1
Denmark	19.9
Great Britain	8.9
Norway (September)	12.1
Hungary	13
United States	20

The seriousness of the situation in these countries is well exemplified in England. Here a labor government struggles manfully to do something about it. The solution of a leading British economist is presented in another section of this JOURNAL. Great Britain appears to accept rationalization (that is scientific management, elimination of waste, etc.) as the solution.

British Jobless Large

Certain British opinion "would have the government, with the help of the best available economic advice, survey the whole present position and probable future trend of British industry, with a view to guiding industrial policy."

The prospects of British exports are also an object of equal concern to all the ministers. Thomas has over and over again declared that all hopes of economic improvement must depend on an increase in the exports. Some of the ministers doubt, however, whether "such increase can be looked for in view of the increasing industrialization of certain overseas countries (both foreign lands and British Dominions), which were once customers for British manufacturers, but which now compete with Britain for markets abroad."

Then there is what is called "short-term" unemployment policy—that for bridging the gap between present conditions and

what may be called "post-rationalization" conditions.

In this connection there is an opinion that immediate steps ought to be taken to relieve the labor market by pensioning aged workers and in other ways.

For such steps to be taken now, of course, would mean immediate expenditure; and, as it is out of the question that large sums could be found from revenue at the present juncture the view has been advanced that a development loan should be raised.

It will be noted that these discussions present no features that are really new. The development loan, for instance, and the plan for pensioning workers at an earlier age, have been talked about for years at labor conferences.

The position at the moment is that the cabinet has had before it a memorandum conveying these views and has referred the memorandum to a committee consisting of Mr. Snowden, Mr. Greenwood, Mr. Tom Shaw, and Miss Bondfield, International Federation of Trade Unions.

Germany Has Remedies

In Germany, trade unions are offering the following remedies:

1. Introduce one year of compulsory labor service after the model of military service: this would relieve the labor market considerably and would provide the state with labor for work required in the public interest.
2. Prohibit overtime, home work and double subsistence (when both husband and wife are wage-earners); shorten working hours, and give pensions to all workers of 60 years of age and over.
3. Allocate considerable funds to the systematic creation of work, and the early issue of orders for work which would otherwise have had to be done later.
4. Take steps to increase export.
5. Expand vocational schools and reconstruct the school system with a view to training specialists, as today it is the specialist who has the best chances of success.
6. Extend trade union and co-operative enterprise so as to relieve the labor market.

Austria is particularly hard hit. Trade unionists are offering remedies there, summarized thus:

Development of productive unemployment work, and the extension of the powers of investment of public bodies. The situation is particularly unsatisfactory in respect of productive unemployment policy, to which Austrian trade unions attach special importance in view of the great achievements of the Austrian working class in the sphere of social work. Productive work for the combating of unemployment has been brought to a standstill partly through envy of the creative energy of the workers, on the part of the other classes, and partly through the ingrained bureaucratic habits of the responsible authorities.

Credit Unions Sought

The establishment of a credit organization and credit insurance for foreign industrial orders, with the aid of banks and saving banks: to this chancellor at first assented, but the practical difficulties seem to have already arisen.

Strict maintenance of the eight hour day, limitation of overtime to individual branches of factories and to such work only as is absolutely necessary to increase output. Here the actual length of the officially permitted overtime is less important, because in many factories, working hours are no longer strictly laid down, but instead, a daily quota of work is demanded, so that salaried employees in particular often have to stay in the office for 10 or 11 hours, without any extra pay. If prosecuted for this, the fines inflicted are too small to prevent a recurrence of the offense.

Measures for the prevention of land-workers being taken on in the heavy industry, on the railways and in public utility enterprises. Here the government is unable to do anything against the heavy industry, for it has no constitutional powers of interference with private industry. Nothing can be done beyond appealing to private industry to act on its own initiative.

Strict application of the act for the protection of native labor. Very singular conditions appear to prevail in this respect. On the one hand, the minister of agriculture excuses the employment of foreign semi-skilled immigrants on the pretext that the cultivation of roots (turnips, etc.), for instance, is too heavy for Austrian workers: on the other, it is an undoubted fact that no less than 3,000 skilled Austrian root workers are registered in Germany and welcomed there. Agricultural employers in Austria prefer foreign immigrants because, unlike the Austrian workers, they will put up with any kind of treatment. They sleep under roofgutters or eaves, and endure the most brutal ill-treatment from their employers. Here Schober desires to go to the root of the matter, and provide for the building of decent dwellings for land-workers (Germany has had very satisfactory experience on these lines). In this connection there was also a discussion of the emigration question and the trade union demand for the appointment of "social attachés" to advise and aid emigrants. This same demand has also been put forward by French trade unions, and Schober is willing to take it into consideration to the extent of granting leave to officials of the migration office at the expense of the state, so that they may visit the countries of immigration and search out reliable persons to be appointed permanent advisers of the emigrants.

As in other countries, there are in Austria tendencies to deal with unemployment by impairing the benefits of social insurance. A strong resolution against such policy was passed at a recent meeting of the executives of the Austrian unions. It was declared in this resolution, in respect of all the points specified above, that the unemployment question is a problem for the whole of the economic system, and must be treated from this standpoint. Further: "The trade unions of Austria will make the strongest opposition to any attempt to revise unemployment insurance to the disadvantage of the unemployed. Any such change would increase the number of those who receive no benefits, and are therefore exposed to unspeakable suffering and thus driven to despair." The trade unions expressed their willingness to co-operate in any policy aiming at

the rehabilitation of the whole economic system.

France Serene

France alone appears to be free of the vicious evil. Why, is explained by Leifur Magnusson, of the International Labor Office, Washington, D. C., to the ELECTRICAL WORKERS' JOURNAL:

"The situation in France with regard to unemployment is strikingly in contrast to the position in other countries. Let me give you first of all such facts as are available.

"The figures for unemployment in France are those that show the number in receipt of benefits from the municipal unemployment insurance fund, but they are not comprehensive as all the municipalities do not have unemployment funds. Neither do the figures report those on short time. However, bearing these limitations in mind, I am giving below a quarterly statement of unemployment in each of the years 1925 to 1929, inclusive:

	1925	1926	1927	1928	1929
March	1,016	543	70,381	10,473	1,078
June	626	489	23,710	1,659	394
September	618	335	11,272	562	385
December	645	17,178	13,221	895	577*

* November.

"These are the facts and even if one were to double or triple the figures they would not run as high in proportion to population as do the well-known figures in Great Britain and Germany.

"What now is the explanation of these figures? While I am not going to venture

any final explanation, I have a few suggestions to offer. As to why France apparently has been able to secure greater stability of industrial production and employment than the other European countries or even the United States, I group my suggestions under four items, namely the moderate if not small-scale size of her industrial establishments; the preponderance of artisans and small shop craftsmen; method of land division for transference favoring the small holder; regulation by treaty of her immigrant labor supply.

"The small moderate size plant is less elastic in its productive effort and much less likely to overproduce. It has the same advantage that distributors and retailers find in keeping a small inventory. It is nearer to the demand for its product and less likely to get ahead of the game. The handicraftsman with his little shop further increases self-stability of employment. He has the advantage of taking any let-down in the market by going, as it were, on part-time and securing a better distribution of the amount of work available at the moment, each one at least having some share of it. Whereas under the system of mass production for a mass market some are likely to be glutted and others starved.

"According to the French occupational census of 1921, over 466,000 establishments out of a total of 551,000 in the strictly manufacturing or transforming industries employed fewer than five wage earners each. The number employed in these small establishments comprised 1,210,000 persons, including about

(Continued on page 252)

BLACK PLAGUE

1377-1381

The most terrible plague which the world ever witnessed advanced at this juncture from the East, and after devastating Europe from the shores of the Mediterranean to the Baltic, swooped at the close of 1348 upon Britain. The traditions of its destructiveness, and the panic-struck words of the statutes which followed it, have been more than justified by modern research. Of the three or four millions who then formed the population of England, more than one-half were swept away in its repeated visitations. Its ravages were fiercest in the greater towns where filthy and undrained streets afforded a constant haunt to leprosy and fever. In the burial-ground which the piety of Sir Walter Maunay purchased for the citizens of London, a spot whose site was afterwards marked by the Charter House, more than fifty thousand corpses are said to have been interred. Thousands of people perished at Norwich, while in Bristol the living were hardly able to bury the dead. But the Black Death fell on the villages almost as fiercely as on the towns. More than one-half of the priests of Yorkshire are known to have perished; in the diocese of Norwich two-thirds of the parishes changed their incumbents. The whole organization of labour was thrown out of gear. The scarcity of hands made it difficult for the minor tenants to perform the services due for their lands, and only a temporary abandonment of half the rent by the landowners induced the farmers to refrain from the abandonment of their farms. For a time cultivation became impossible. "The sheep and cattle strayed through the fields and corn," says a contemporary, "and there were none left who could drive them." Even when the first burst of panic was over, the sudden rise of wages consequent on the enormous diminution in the supply of free labour, though accompanied by a corresponding rise in the price of food, rudely disturbed the course of industrial employments; harvests rotted on the ground, and fields were left untillied, not merely from scarcity of hands, but from the strife which now for the first time revealed itself between capital and labor.

—Green's History of the English People.

Great Britain Told to Adopt Rationalization

ENGLAND is struggling with the problem of unemployment. She has been struggling with it since the close of the war. She has not quit struggling. It is likely that the foremost factor in the election of a labor government was unemployment. It is likely that the foremost factor in the permanent rise or ultimate downfall of the British labor party will be the unemployment problem. The British Trade Union Congress has recently held a full meeting with two great employers' associations, the Federation of British Industries and the National Confederation of Employers' Organizations. In this joint assembly, a report was submitted setting up a program for future discussion. First and foremost in this program was unemployment. Then followed industry and finance, taxation of industry, social service, tariff, trade facilities, insurance of trade credits, research, etc. This is the beginning of a series of conferences looking toward reconstruction of British industry.

Now comes forward the foremost liberal economist of Great Britain, Henry Clay, with his book, "The Post War Unemployment Problem." Henry Clay's solution to the problem is rationalization. This book has attracted wide-spread interest. "Before the war," he says, "prosperity bred the crisis that led to depression, and depression produced of itself the condition that restored prosperity. Since the war, prosperity has bred crisis and depression, and depression has given way to improvement to a point, but only to a point. Even after full allowance is made for the effects of the general strike and the coal lockout in 1926, industry shows no net recovery since 1924; more people are in employment, but not so many more as have entered industry."

Henry Clay finds several causes for this depression. The gold standard for one thing. Another he finds is the falling off of export trade. He finds, too, that the prosperous industries have become prosperous at the expense of the export industries.

This economist of international note believes that there can be no real unaided recovery. He examines European industry, and discovers that "the competitive strength of continental industry is not based solely on wages relatively low through inflation, but in the technical and commercial efficiency brought about by re-equipment and reorganization out of the profits of inflation and reparation payments."

He rejects a proposal to lower wages. He finds that "wage-rates already are lowest by pre-war standards in the industries suffering most from unemployment, and highest in the industries suffering least." He believes co-operation of unions necessary for any vital change.

"Their consent is, therefore, needed to any drastic reorganization of industry, if it is not to involve friction that is expensive. The Mond Conference interim reports are evidence that this consent can be secured, on condition that the unions are taken into consultation in introducing changes; but the experience of the war, when union leaders approved of dilution and the rank and file steadily obstructed it, is less promising. An American precedent is suggestive. The Amalgamated Men's Clothing Workers in 1922, faced with a demand for a further reduction in wage-rates, refused to concede a

Is the way out for England the adoption of American methods? Is the cure for unemployment in the "tight little isle" the same system of mass production, which has not ended the jobless problem in the United States?

reduction, but undertook instead to assist the employers in reducing labor costs. They virtually made themselves responsible for reducing costs at least to the level of costs of non-union employers, and, in discharge of



PHILLIP SNOWDEN
Financial Wizard of British Labor Party. Upon him hangs burden of financing new industry.

that responsibility, have since then purged the industry of restrictive practices and established and insisted on standards of output, supported by systems of payment by results, much more effectively than any employer could have done. In the present condition of British industry, labor is faced with the same alternative; either labor costs must be reduced by lowering wage-rates, or in some other way. In any reorganization of industry an attempt should be made to induce the union leaders, as some of them are anxious to do, to assume responsibility for reducing labor costs; and this, not by attempting to instruct the employer in the proper method of equipping and managing his business, necessary as that may sometimes appear, but by dealing faithfully with their own members and eliminating from industry all practices restrictive of output and obstructive of reorganization.

Mr. Clay turns to rationalism with this benediction:

"Rationalism is not merely a 'blessed word.' If it is sometimes used as a substitute for thought, it is also a convenient term of reference to describe certain well-understood devices. Briefly, it implies industrial combination with the object of securing not monopoly prices, but certain productive economies. The economies are due mainly to the possibilities that combination usually offers of a more economic division of functions. In particular, financial control and technical control can be separated; because the right technical unit is not necessarily the right financial unit. But there are other potential economies. Much duplication of staff and waste of energy are involved in buying materials and selling products, when a number of firms engaged on the same prod-

ucts in the same locality for the same markets each maintains its own buyers and selling agents. Research and other expert services are likely under the same circumstances to be both duplicated and starved. An uneconomic diversification of product will be attempted in every plant, when economy requires specialization of each plant to the narrowest range of product that will keep it fully occupied. Diversification of product is no doubt desirable as a method of spreading commercial risks, utilizing more intensively a sales organization, and securing generally a bigger return from a given expenditure on overheads; but it is economical only if the scale of the concern practicing it is large enough to combine it with bulk production of all the chief classes of output. These economies, it may be said, are potential only, and may not be realized; but what equivalent economies are offered by any alternative scheme of dealing with costs?"

He finds the chief obstacle to be psychological. Evidently, England has its share of moss-backs. He finds that bankers are unwilling to finance industry properly, and he believes that government aid, properly guarded, is necessary.

Artificial Echoes Make Phonograph Sound Like Orchestra

An illusion of being in a great hall listening to an orchestra or of hearing a large band marching past in the open air can be obtained from ordinary phonograph records, it is claimed by the French radio expert, M. P. Hemardinquer, by the expedient of playing the record with two needles at once. The two needles cannot be inserted in a single needle holder. Instead, there are two holders and two reproducers, so arranged that the sounds produced by one are a trifle later than those from the other, the second needle following a fraction of an inch behind the first along the groove of the record. Modern electric phonographs make it relatively easy to attach this second reproducer. Last year an American acoustic engineer, Mr. R. F. Norris, of the C. F. Burgess Laboratories, demonstrated before the New York Electrical Society a two-needle phonograph to simulate echoes in a hall or building. M. Hemardinquer uses a similar device but with the second needle so closely behind the first that no interval is perceived and no illusion of an actual echo is produced. A very close electric echo, differently produced but said to create a similar impression in listeners, is now being tested in London.

COMMENT

By

PRESIDENT BROACH

I HAVE faith in men when you can get the facts to them. I've never seen a crowd go the wrong way when once it fully understood. I've never been turned down by our people when I could reach them. But to get the facts to them—to get them to see at a distance—that's the job.

I'm not an apologist. I refuse to flatter. Generally, it's harmful. I'm not a superegoist. I'm not an enthusiastic, reckless, uppish or independent fool. I feel I know what I'm saying and doing. I've been doing it a long time. Experience has taught me it's the best way to get results in this work and to build—and I love plainness and hate deceit and pussy-footing.

Please don't misunderstand. I'm not simply a critic. I'm not a cynic or skeptic. There are too many of those already. I believe in seeing the pleasant, positive side. But I want our people to see things as they are—to get down to actualities—to quit making excuses and guessing—to see weakness as well as strength—to strip off their blinders and rid themselves of mental cobwebs, fears, spooks, all bunk and junk.

I honestly feel this is positively the best, the soundest, the most advanced labor organization in the field today. But it can be made much greater. We're in our infancy. We're in the most favored position of all unions. It won't be so long before electricity will be as common and useful as running water, as Steinmetz predicted. Our possibilities are enormous.

But we have our share of ignoramuses, nuts, cranks and fools. We must be big enough to admit it. But, generally, I feel the intelligence of our members is of a high order, otherwise I would not address them as I do. They have been greatly confused by self seekers, theorists, and diseased minds. But I have faith in our general membership, in their level of intelligence, to see the value of certain policies when pointed out to them.

Show me a union whose meetings often run into late hours and I'll show you a soft, weak chairman—a chairman who allows members to speak three and four times on the same subject, "ride" officers and "answer" everybody back—a chairman who allows debate and calls for a motion on every little matter, who allows drunks in the hall, who's afraid he will be accused of "railroading," who's afraid he may "hurt" someone's feelings—a chairman who hasn't courage to take command, who tries to displease no one and usually winds up disgusting everyone.

Here's something else that pains and disgusts intelligent men. The business representatives and officers of

some local unions—not all by any means—have admitted to me: "Broach, we know it's wrong. We can not do what we positively know is best for the organization. The members simply won't let us. Every time we attempt it they upset us. You know if we fight them, they will vote us out of office."

Unfortunately, local representatives and officers are sometimes up against a wall—a wall of hair splitters, petty politicians and self seekers, squabblers, fools and narrow-minded sneaks. I know, because I've often faced such situations. Of course local representatives and officers can't always do what they should under such circumstances. Their case is different from International men, who are required to do as facts and judgment dictate, regardless of criticism. The sensible act is usually quite unpopular with crowds. International men often accept blame to protect local men. I've often done it myself to help them.

Local men—by no means all—are often made errand boys—not executives. They fear the crowd. They fear the internal situation. They don't like to be abused or be called "autocratic." They feel they must say popular things, things to please their bosses, no matter how senseless, ridiculous or dangerous. They often feel they must criticize International men to protect themselves. They often feel they must argue for, or against, a thing—just like some lawyers—when down in their hearts they know they are wrong—and they have admitted it to me privately. Employers become disgusted with such representatives and officers. Great harm is done. "But," they say, "what can we do?" This office has been struggling for an answer to this question. We feel we've found it—and it's based on long, costly experience and painful study. Naturally, it will not be a popular answer.

Long ago I reached the conclusion that there must be a clearer distinction between the functions of the union. In our Federal Government we have the legislative, judicial and executive branches. After a law becomes a law, the executive is free to enforce it. He is not, and should not, be continually "fussed at" or interfered with by the legislative branch. The union could well adopt this plan. After a law or policy is put into effect, the officers—local and International—should be free to work it out. Change officers if you feel you should. But don't nag or interfere. Eternal nagging of union officers is like pulling up a plant by the roots every hour to see it grow.

No, you are wrong. I have never seen a finer spirit of understanding, helpfulness and loyalty shown any one than that accorded me by my associate officers—

including the executive council members. Team work is mostly what made this International what it is.

It was a long road—but it had an end. The long effort of Union No. 3 to unionize the large New York fixture and reflector manufacturers—such as Caldwell, Sterling-Bronze, Frink, Plaut, Black & Boyd, and others—has ended. The dispute involved the men fitting, assembling and wiring inside the shops. The companies asked me to New York last week. They acted like men. All demands were met. All fixtures are to bear the label.

These large companies had the International and our local unions in the courts in Detroit, St. Louis and Baltimore. It was a long, costly affair. And an unfortunate one. Their highly paid anti-union and trouble-making lawyers did not settle it. The injunction obtained in Detroit against Local No. 514 is to be withdrawn. The whole slate has been cleaned.

Yes, the votes cast on referendum, both for and against, with number of local union and location, will be published in this Journal. All were asked to please understand the constitutional amendment before voting. You should be sure you know what you are doing. Make no mistake about it. Make no complaint later. Let no one push you one way or the other. Let no one deceive you. You will not wound or offend anyone, no matter which way you vote. All this office asks is that you understand—then vote. All votes must be in the mail by May 15, as required by law.

This should interest you: Our lowest vote ever cast by referendum was 2% of the membership. Our highest vote was 37%—this was in 1919 when the International President was empowered to levy a \$5 assessment in case of a nationwide telephone strike. You would certainly think a majority of our members would vote on matters of vital importance to them. But they didn't in the past. Maybe they will this time.

It's nice for the Brotherhood to pension, after years of faithful service, its oldest representatives who served it well in stormy days. We must not forget the fire the older fellows went through—the days when they were more active, capable, stronger and healthier. Such representatives can not be coldly shown the door. Four of them—ages ranging from 60 to 77—with 16 to 20 years of service—were just pensioned by the executive council upon my recommendation. I don't believe in pensions for officers—but we must retain pensions for representatives and employees.

It's easy to make excuses. That's why we have an army of excuse makers. It's easy to give advice. That's why we have so many advice givers. There are two kinds of advice—competent and incompetent—good and bad. There are two kinds of unions—strong and weak. There are two kinds of men—fit and unfit—experienced and inexperienced.

The strong, successful unions rarely attempt to tell what should or should not be done. They are too

busy getting results, building up and retaining their strength. They can't waste their time in argument. The weak unions—like untrained, inexperienced individuals—with few exceptions busy themselves trying to tell others what should or should not be done—although they have not proved themselves competent to give any advice—except on how to be weak—or how to be a failure.

I know a fellow, belonging to a weak union, who can tell you all about how democracy works, how things should be done, how great dangers are ahead. But he works in a shipyard, at a very low wage. He should be in the White House. I know another—a business agent of four months' experience with his committee—who feels qualified to tell the Brotherhood at large what to do. But his local is one of our weakest—and has been since its existence—and he has been a member only two years and three months. And so it goes.

I insist that no local union, or individual, should attempt to advise others until such local or individual has proved itself or himself fit and competent. They should first demonstrate ability or fitness to deal with union problems before telling others how. They should do something besides give advice. They are not fit or qualified to tell a union what to do about anything.

They remind me of a fellow I worked with as a kid, 23 years ago, in Shreveport, La. He kept telling me as we wired old, filthy attics, in roasting weather: "I hate this hard, dirty work—and I don't have to do it. I could do better." But he didn't.

Let weak unions and inexperienced men not give excuses and blame others. Let them build up strong unions—as others have—then tell us how to do it. I will be among the first to listen and learn. I repeat: it's like a bald-headed barber trying to tell someone else how to grow hair. It's as ridiculous as a high school rooky trying to tell an experienced surgeon how to perform a successful operation.

This question is asked:

"Do you believe the jurisdiction of work as laid down in the constitution for each local union should be changed?"

No, I don't. I believe the classification, or jurisdiction, should remain—and simply be made clearer. But when a dispute arises between two of our locals over certain work, or over territory, then the one best able to obtain, control and protect it, should be the one to supervise or do it. The law should be amended to this effect.

I have seen work go non-union simply because the local under whose jurisdiction it came could not obtain and control it. One local would not allow the other to do the work, simply because of the constitution. I don't believe in a "dog in the manger" attitude. No decision should be made by any officer that will mean

a loss in work for members of the Brotherhood—no matter what local the work technically belongs to. I believe in substituting common sense for common absurdities and technicalities. Sweeping changes in the industry have at times made us appear utterly ridiculous. Blindness and selfishness must give way to ordinary sense—no matter whom it hits. This is 1930.

Here's more. And why not admit it? Business merges all around us. But some local unions still stick to their horse and buggy. Fifteen years ago many locals were many miles apart. Today they rub elbows. They have grown together. But they fight continually about the "dividing line." Calling each other names, and assessing members for crossing the "line," is the order of the day. The employer is injured. The industry is harmed. The organization is weakened—the members suffer—and we appear as fools. Some of these locals know they should merge. Often the members want it, and often the question of "job-ology" interferes—the question of who would be the officers or representatives—or who would control.

The need for two local unions in the same territory—in a number of instances—no longer exists. The pronounced need disappeared with the growth of such communities. This situation must and will be dealt with. When the facts show two locals should merge, or amalgamate, then they should do so. If they refuse, then they should and will be forced to do it. If they cannot agree upon terms, then the terms should and will be decided by the International—with guarantees that the territory or work involved will be patrolled or protected by a sufficient number of representatives.

How quickly men forget! "Why not have a revised constitution sent out to the members for a vote?" some write. You certainly ought to know the bitter experiences of the past. When our conventions used to submit a set of amendments to referendum vote, the organization was torn apart with argument; circular letters filled the mails; charges and countercharges flew; politics ruled supreme; bitterness and division increased—and enough gas was exploded to blow up almost any labor hall. The minds of officers and members were taken completely away from their daily work, from building up and strengthening our local unions.

The organization went six years without any amended laws to meet new needs—from 1913 to 1919. Conventions were held at the cost of many hundreds of thousands of dollars—but with no results. The necessary laws sent out after conventions, were repeatedly rejected on referendum vote because of argument, lack of understanding, politics, bitterness, and unwillingness to see what was actually needed.

But when once the law was changed, in 1919, so as to make amendments adopted by the convention effective without submitting them to referendum vote, arguing about laws began to disappear, morale and confidence increased, minds were turned to building, the organization became more stabilized, and we began to

move forward at a more rapid pace. The inexperienced, the unseeing, the forgetful, would go back to the old method—the method that proved so costly and harmful to the organization—which almost shot it to pieces.

A representative was recently sent to the Pacific Coast to find what was wrong in a local union. Aside from a set of unfit officers, trying to play two games, he found the organization was almost blown to pieces by too much gas. Here's what he now reports since the officers were forced out and order has been established:

"The most outstanding reason why this local has been almost destroyed, and why most of these men have not taken an interest, is from the way in which the meetings have been conducted in the past. They were absolutely disgusted with the way business was transacted. I have told you how a meeting was held once a week, how they wrangled and talked, and how meetings ran into the early hours of the morning. This alone would keep men away. I shall do my best to rebuild what is left of the local."

That's "autonomy" for you. That's what fools call "democracy." I've seen it wreck so many unions—and every day I learn of others being shot to pieces. We have a way to stop or minimize it—to stop or minimize the abuses.

We have exactly 668 local unions—as this is written. We still have 119 meeting every week. Analysis shows practically every one of these is a weak, sick organization. This is no accident. For most facts, there's always a reason. Bickering, hair splitting, showing off and blowing off, are usually the business of the evening.

No union should be allowed to meet more than twice a month—possibly only once—unless especially called. No meeting should be allowed to last beyond 10:30 or 11 p. m. There's positively no excuse for it. The strongest locals we have are those which meet the least often and are in session not more than two hours. What's the answer? Simply too much gas. Certainly these facts are clear. They can not be brushed aside. Experience can't be denied. Facts can't be blown away.

Last month I stated conventions are necessary so as to have a check on officers, no matter whom or how good. I should have added: They are also necessary so as to learn, and to review; so delegates may form contact, carry back information and experience, may confer, may know their officers, and may correct certain errors. I said conventions were a vacation for all but the officers. I should have included a few hard working committee men, and the serious minded men who go to conventions to attend to business—and who stick to it.

H. H. Broach

President Green Urges Aid in Census of Jobless

By WILLIAM GREEN

MUCH depends on trade union members and other wage and salary workers in an event to take place this month. For years efforts to provide against unemployment crises such as that of this winter have been hampered because no one knew the facts about unemployment. Now at last we are to have a census of unemployment covering the whole country. This census is to begin on April 1.

"The labor movement was largely responsible for getting Congress to authorize this census. It is now the wage earner's task to see that questions are answered correctly so that the census will give us the information we need. We can only do this by answering carefully ourselves and seeing that others know now," says Mr. Green, President of the American Federation of Labor, in a letter to all central labor unions. His letter was as follows:

How Worker Helps

Every wage earner should note the following facts:

First: Be sure to state your trade and the kind of shop, factory or industry you work in, and be sure the enumerator gets them straight. Thus:

Machinist, working in shipyard;
Machinist, working in machine shop;
Sheet metal worker, working in railroad repair shop;
Loom fixer, working in cotton mill;
Weaver, working in carpet factory;
Conductor, working in street railway;
Conductor, working in Pullman Company;
Carpenter, working in building industry;
Carpenter, working in repair work in cotton mill;
Teacher, working in public school;
Salesman, working in grocery store;
Laborer, working in odd jobs;
Laborer working in lumber mill;
Laborer, working street repair.

Second: The first unemployment question will be as follows:

Were you at work yesterday (or if yesterday was a holiday, the last working day before it)? Answer Yes, if you worked at all, even part time. Answer No, if you were not at work, no matter whether it was sickness, bad weather, slack work or some other cause that kept you from working.

Third: If you were not at work, the questions the enumerator will ask you are most important. Be sure he gets the answers exactly right. He will ask:

1. Do you usually work for a living?

William Green, President of the American Federation of Labor, has sent a circular to all labor organizations informing the members of trade unions how to answer the questions asked by the census enumerators. The importance of labor's co-operation can not be too greatly stressed.

Answer Yes, if you count on the income from your work for support. Answer No, if you only work occasionally for pin money.

2. Have you a job of any kind?

Answer Yes, if you have a job you can go back to.

Answer No, if you cannot go back to the job you left.

3. How many weeks have you been out of work? Count the number of weeks since you had a steady job.

4. Why were you not at work yesterday?

Give the reason in detail: Laid off because of slack work, laid off because of new machinery, sick, sickness in family, job finished, strike, lockout, bad weather, vacation, stayed home for personal reasons.

5. How many days did you work last week?

If you worked part time, count the number of days you worked; if you found odd jobs and extra work, count the number of days you worked.

6. Are you able to work?

Answer Yes, if you are not sick or disabled.

7. Are you looking for work?

Answer Yes, if you want a job.

Fourth: If you are going to be at work or away from home at any time on April first and the next few days after, be sure that someone at home knows exactly how to answer the questions. It will be best to write out the answers for them, giving

1. Your trade;
2. The industry you work in;
3. If you were not at work,
 - a. How long you have been out of work.
 - b. The reason you were not at work.
 - c. Whether you have a job to go back to.
 - d. How many days you worked last week.
 - e. Whether you are able to work and want work.
 - f. Whether you lost a day's pay yesterday by not working.
 - g. How many days you work in a week when you are working full time.

Enumerators cannot visit everyone on the first day of April, so your call may come any time within the next 30 days.

Will you kindly see that this information is passed on to all trade unions in your city, and given as wide circulation as possible. Spread it among the unorganized workers.

The data gathered through this census will be the basis of study and policy making for the next 10 years. To protect your own interests see to it that it is as accurate and complete as possible. No one can make it correct if the wage earners themselves do not answer carefully and accurately.

America is God's crucible, the great melting-pot where all the races of Europe are melting and reforming! Here you stand, good folks, think I, when I see them at Ellis Island, here you stand in your 50 groups, with your 50 languages and histories, and your 50 blood hatreds and rivalries. But you won't be long like that, brothers, for these are the fires of God you've come to—these are the fires of God. A fig for your feuds and vendettas! Germans and Frenchmen, Irishmen and Englishmen, Jews and Russians—into the crucible with you all! God is making the American. The real American has not yet arrived. He is only in the crucible, I tell you—he will be the fusion of all races, the common superman.—*Israel Zangwill.*

He is the happiest, be he king or peasant, who finds peace in his home.—*Goethe.*



HE GETS NEW PAIR OF SHOES—RATION LINES OF NEW YORK

Wide World.

How Many Men are Idle? Now, Normally?

AS in other periods of depression, various estimates are being made of present unemployment. Figures from 3,000,000 to 6,000,000 have been offered. The Research Department of the Federal Council of Churches has made a definitive analysis.

Extent of Unemployment

"In September, 1929, the employment index of the United States Bureau of Labor Statistics stood at 99.3 and by December it had declined to 91.9, or 7.4 per cent, while payrolls declined from 102.6 in September to 92 in December or 10.3 per cent. Doubtless the greater decline in payrolls indicates considerable part time employment. On February 20, 1930, the bureau announced that employment had declined 2.6 per cent in January and payrolls 5.4 per cent. This would make the index for employment 89.6 and the index for payrolls 87.1. As the result of the slump during the latter part of 1927, which continued during the early part of 1928, the index for employment in January, 1928, was 91.6 and for payrolls 89.6. Thus both indexes for January, 1930, show a somewhat worse situation than existed in January, 1928. On March 4, Secretary Davis stated that 'while employment for the week of February 17 as compared with February 10 showed a drop of three-fourths of 1 per cent, the situation is greatly improved over the low point of last December.' (New York Times, March 5, 1930.) President Hoover announced on March 7 that the bureau's index of employment stood at 92.8 on February 17.

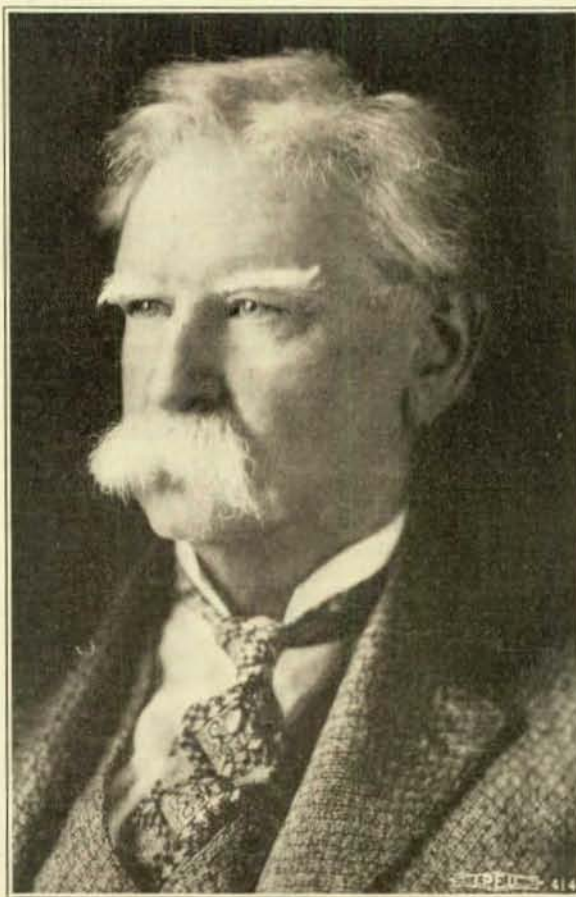
"Regardless of any dispute regarding the extent to which employment now falls below the level for early 1929, it should be noted that the index of the bureau indicates merely the relative numbers of people holding jobs. It does not show the extent of unemployment. For even at a time when the index shows an increase in employment, unemployment may also be increasing. According to an investigation by the Institute of Economics, summarized in unemployment in the United States, hearings before the Committee on Education and Labor, United States Senate, 1929, 'with approximately one-third of 1,000,000 immigrants entering our gates each year, with about 200,000 people coming into our cities from the farms, and with anywhere from 1,500,000 to 2,000,000 young people reaching the working age each year, a very marked growth in our employment may at the same time be accompanied by a serious increase in the number of people unemployed.' The index fails also to show the extent of part-time employment. Furthermore, according to the same statement by the institute, 'unless our employment figures cover every branch of production and distribution it would be quite possible for employment in the major industries of the country to be declining, and at the same time have the number of unemployed grow less.'

"Perhaps the most extensive and reliable estimate of unemployment has been made by Prof. W. I. King in his report recently made to the Committee on Recent Economic Changes. The accompanying table taken from that

Many statisticians seek to anticipate census of unemployment with estimates of jobless men, in normal times, and in present stringency. Estimates vary, but it appears plain that United States suffers from constant blight of unemployment.

report indicates the trend of unemployment among non-agricultural employees only,

"Stop Whistling In Graveyards"



Ethelbert Stewart, grand old man of labor research, advocates NOT UNEMPLOYMENT insurance, but EMPLOYMENT insurance. "Whistle in the graveyards as we will, we can not keep this ghost away," he says. Nineteen countries of the world have unemployment insurance, and in no country is it really satisfactory, he maintains. "In no country does it solve any problem except that of immediate starvation or suffering among unemployed."

"A production tax would mean an incentive to make production pay the tax and to lessen itself by stabilizing production."

"It may not be in my day, but some day the people of the United States will have to say what it shall be—employment insurance, or unemployment insurance, whether we are to keep people at work and get better housing, better school houses and more of them, better and more of everything for our money, or whether we will keep idle people from starving in their idleness."

"Sooner or later we must face the question of work or dole—which shall it be?"

since it was impossible to include an estimate of the unemployed among agricultural workers.

Vast Army

"That a conservative estimate of the trend of unemployment should show over 1,500,000 unemployed during the most prosperous years since the war is a situation grave enough in itself. With 1,500,000 of unemployed as part of a basic situation, it is obvious that it does not take much slowing down of industry to bring a degree of distress which should command the most serious attention of those in a position either to provide relief or to start the wheels of industry moving at greater speed. When, as at present, there is much evidence that a considerable slackening has taken place it is not difficult to picture the serious consequences to communities depending upon the industries that have suffered most."

Unions Hard Hit

Figures of the American Federation of Labor show

Per Cent of Union Members Unemployed February, 1930

All Trades	22
Building Trades	43
Metal Trades	18
Printing Trades	5
All Other Trades	13

Comparison by Months

	Last Month January 1930	This Month* February 1930
All Trades	20†	22
Building Trades	38	43
Metal Trades	15†	18
Printing Trades	5	5
All other Trades	12†	13

*Preliminary. †Revised.

Comparison by Years

	This Year* Feb. 1930	Last Year Feb. 1929	Year before Last Feb. 1928
All Trades	22	15	18
Building Trades	43	33	39
Metal Trades	18	8	16
Printing Trades	5	5	5
All other Trades	13	—	—

* Preliminary.

Table of "Estimated Average Minimum Volume of Unemployment 1920-1927" will be found on page 252.

Nature gives to every time and season some beauties of its own; and from morning to night, as from the cradle to the grave, is but a succession of changes so gentle and easy that we can scarcely mark their progress.—Dickens.

It's good to have money and the things that money can buy, but it's good, too, to check up once in a while and make sure you haven't lost the things that money can't buy.—George Horace Lorimer.

Clown Winchell Sobers to Talk Unemployment

WALTER WINCHELL, read for his witticisms about the private lives of Broadwayites, had this to say recently about unemployment:

By Way of Report

"If you get the head of almost any large corporation, such as an automobile manufacturer, a radio manufacturer, a motion picture manufacturer or even an electric refrigerator manufacturer, off in corner and gain his confidence, he will tell you that it is the general opinion in industry that sales in almost any line have about reached their peak and there is no known form of advertising or inducement of installment payment which can lift the volume of business much above its present levels.

"He will also tell you that the gradual assumption of banking control of industry by the Morgans and others means that success in industry in the next few years will be found principally in the perfecting of labor-saving machinery and the elimination of unnecessary employees, to the last stenographer.

"The average business, it is claimed, can be made to function more efficiently than at present on about 10 per cent less than its present number of employees. He will also inform you that industry in general welcomes a condition of unemployment at all times which is large enough to add fear to the driving power of the plant and to create a condition in which employees break their necks to hold their jobs because of the constant knowledge that plenty of others are waiting for them."

Again:

Newspaper Staff

"The most terrifying slaughter ever witnessed in Park Row was promoted recently when one of the older journals dumped an army of veterans and otherwise cut down its payroll. No newspaper in America has been more outstanding in its denunciation editorially of the cruelty and hard-heartedness of corporations which 'didn't give the old men a chance'; that would hire no one over 45; that summarily discharged aged employees who had given the best years of their lives to their jobs and their firms.

"The newspaper in question has been upholding editorially President Hoover's efforts to keep business going on as usual, despite the stock market crash last fall, and has been telling its readers that the country is sound, that there should be no letting down, and proclaiming that big business should keep the wheels of industry going around. And, ironically enough, it has also declared editorially that the laying off of old men and old women was throwing the burden on the state and the taxpayers; that big business was morally bound to take care of the faithful, time-tried worker, who was able and competent in his job, but who was handicapped because of age and gray hairs when it came to going out into the market for jobs by the very things that had come to him during his years of loyal service.

"And the efficiency man engaged to fire men who served the paper for more than 40 years is getting \$50,000 per year for his cruel job. Which reminds one of the unfortunate fellows of that definition of an efficiency expert: 'An efficiency expert is like a Welsh rabbit; he isn't Welsh and he isn't rabbit; he's just a piece of cheese!'"

Again:

The columnist, who has won a reputation because "he tells all," sometimes drives beyond trifling gossip to more fundamental things.

Round and Round

"The life insurance companies never had so many policies in hock. Guys stuck in the stock market borrowed on their life insurance. That took the money which the insurance companies ordinarily would have put into real estate securities. That means that the building business is in a decline, which means that your steel stocks, your brick and terra cotta stocks and your glass stocks will stay where they are until the guys that got in over their heads are able to redeem their life insurance loans."

Body's Water Changes Every 3 Weeks

The water of the human body is changed on the average every three weeks, as though the living tissues were a reservoir kept fresh by a stream continually flowing in and out. Salt in the body is changed about every 22 days but other bodily materials are much

more permanent. So concludes Dr. Edward F. Adolph, of the University of Rochester, in calculations reported in the *Quarterly Review of Biology*. The familiar idea that every living cell in the body wears out and is replaced by a new one every seven years has no scientific support, for some cells like those of the brain are believed to last during life. Chemical elements of the body may be regarded, however, as being changed continually, new supplies entering day by day in food or drink while other quantities of the same elements are lost in bodily secretions. Next to water and salt, Dr. Adolph's tables show the element thus changed most rapidly in the average human body to be potassium, an element believed to act as a regulator of activities of many kinds of living cells. The average bodily turnover of potassium occurs in about 72 days. Magnesium, another element believed to act in regulating vital activities, is changed every 103 days. The body's supply of nitrogen, the fundamental element of muscles, is turned over in an average of 290 days; while iron, essential element of the blood, changes about every 300 days. As might be expected, phosphorus and lime, essential elements in the body's most permanent structures, the bones, change less rapidly than the others; about 800 days, Dr. Adolph's tables indicate, for the phosphorus and over 2,300 days for the lime.

RUTHLESS MACHINE COMPETITION

Another summary of the havoc wrought by the introduction of automatic machines into industry is made by A. W. Castle, Director of Adult Extension Education, State of Pennsylvania. This is additional evidence of what the *Electrical Workers Journal* has been saying for three years that a new industrial revolution was wrought in the last decade by the widespread use of automatic machines.

"In 1925, one man was doing the work done by 3.1 men in 1914. Score one for machinery in that decade. From 1919 to 1927, a period of eight years, the number of wage earners in industry increased 3 per cent and our production increased 50 per cent—and this in spite of our rapidly growing population. Another touch-down for the machine age.

"The total horsepower of electric motors in manufacturing plants of the United States was less than 500,000 in 1900. In 1925, this electric device had multiplied its power 60 times to the stupendous total of 30,000,000 horsepower.

"In 1900, 200 unskilled laborers found work at shoveling on one job. Today they sit idly by and watch one giant steam shovel do the same job in less time.

"The wheat crop harvested in the United States last year would have required, 45 years ago, at least 20,000,000 more men.

"Prior to 1910, all glass tubing was made by skilled glass blowers. Today one machine takes the place of 600 of those men.

"Previously, shoes were made almost exclusively by hand, employing thousands of workmen. Today, invention has installed machinery which eliminates over 90 per cent of that labor cost and 9 out of 10 of those men are out of a job.

"Prior to 1919, one man could make about 75 electric light bulbs in one day. In 1920, an automatic machine was perfected which produced 73,000 electric light bulbs every 24 hours, displacing 994 men for each machine installed.

"More recent improvements have more than doubled this phenomenal capacity. Each of these machines now displaces 2,000 men.

"The march of progress sacrifices annually thousands of skilled workers and common laborers. Ruthless industrial competition installs 100 machines, and 25,000 workmen are added to the army of the unemployed. Probably willing workers most of them; certainly in need of an honest day's work, all of them; face to face with an economic condition they cannot understand."

High Standards for Electricians on Railroads

THAT a four years' course of training which includes many of the elements of college electrical engineering is necessary to turn an apprentice into an efficient railway electrical worker, is brought out by answers of electrical training heads on many of the large railroads, replying to a question asked by the publication, *Railway Electrical Engineer*. The question was, "What do you consider the best methods for training electrical department apprentices?"

That the embryo electrician must be of more than average intelligence to begin with, and that his training, both technical and practical, must be of greater scope than that of any other shop employee, was pointed out. "Only applicants with a high school education should be considered," says A. G. Walther, assistant supervisor of shops, of the B. and O. Railroad, "and they should be required to pass a suitable entrance examination which will limit the apprentices to only those who have the necessary mental and physical qualifications to become qualified, efficient mechanics."

"The satisfactory selection of the electrical apprentice is easy compared with other trades, since the majority of applicants desire to enter that field," declares Harry C. Fletcher, apprentice instructor of the Boston and Albany. "Because of the importance of the trade, the selection takes a little more time and careful thought. Entrance examinations, intelligence tests, or whatever methods are used for selection, should require higher rating than for the other trades."

It is not surprising that the selection of the apprentice should be made with some care, for the railroad proposes to give him four years of training with pay, which in its practical experience could not be equalled by any school, and which includes many hours of classroom work.

"Electrical apprentices on the New York Central Railroad are given the 'regular' course in mathematics, sketching and mechanical drawing. When this is completed they are given the electrical course, covering the principles involved in the arrangement of electrical circuits in the various devices employed on the New York Central Railroad," says C. W. Cross, supervisor of apprentices for this road.

Wide Range of Subjects

Electrical theory, and practice, mechanical drawing with particular attention to electrical work, higher mathematics up to and including plane trigonometry, are essentials mentioned in the training of budding railway electricians.

The importance of theoretical study of the principles of electricity is stressed in a statement by D. C. Buell, director of the Railway Educational Bureau, Omaha, Nebr., who believes that this is one of the points of difference between the craftsman and the "handyman" in electrical work.

"To be a real master of his craft, an electrician requires more theoretical training than an apprentice of any of the other shop

A series of discussions in the Railway Electrical Engineer on electrical apprentice training has attracted wide attention. High standards are maintained, and unusual talent demanded. This summary is made by permission of the Railway Electrical Engineer.

crafts," Mr. Buell points out. "While the fundamentals of most of the other railroad crafts can be mastered by the student who has elementary grounding in mathematics and the principles of drawing, the fundamental training of the electrical apprentice must go far beyond the elementary stages. The subjects of electricity, magnetism and direct currents are simple compared with the studying that must be done to master the elements of alternating current work. The time granted for study during a four year apprenticeship is altogether too short for more than the briefest, practical coverage of the theory of the trade. There is but little opportunity to co-ordinate the technical training with practical shop experience. However, with the basic technical training mastered, the electrical apprentice when he completes his time is in a position to keep on studying and to master the application of his technical training to his practical work."

No Berth for Weaklings

Not only in the class room and on the job must the apprentice develop his mental powers, but he must willingly curtail his social life off the job in the interests of his training. Dates, dances, motor rides and parties must be few for the young man who burns the midnight oil studying at home. In many of the courses the young electrician is responsible, not only for the work done under his instructor but for plenty of good, hard, outside study. Let no boy think he is getting into something "soft" when he becomes an apprentice railway electrician. Home study may include such distantly related subjects as economics, industrial history, trade chemistry and physics, safety and health, and a survey of laws pertaining to electricity, both state and federal. Written reports, with due emphasis on penmanship, grammar and spelling, are on the program.

The shop work is dovetailed into the classroom work, and is done under the direction of journeymen electricians who must exercise due attention to prevent injury to the boys while learning the dangers and assimilating the rudiments of the trade. The shop work is diversified. A schedule given for the Atchison, Topeka and Santa Fe shows the following progression:

Shop Schedule

Locomotive headlights, 1160 hours. (This includes wiring, repairing, installation and inspection of electrical equipment on a locomotive, headlights, cab lighting, signal lamps, and the automatic train control features.)

Road work, 2320 hours. (This includes inside and outside wiring, constructing and maintaining power line, wiring and lights for buildings, etc.)

Car lighting, 2320 hours. (Includes application and maintenance of generators, batteries, wiring and trimming of cars, inspection, etc., especially the ability to locate trouble and remedy it with the minimum delay.)

General work, 3480 hours. (This calls for experience in shop repairs on all electrical equipment, generators, motors, and all elements incident to electrical work, including armature winding and field winding, also experience in the power plant.)

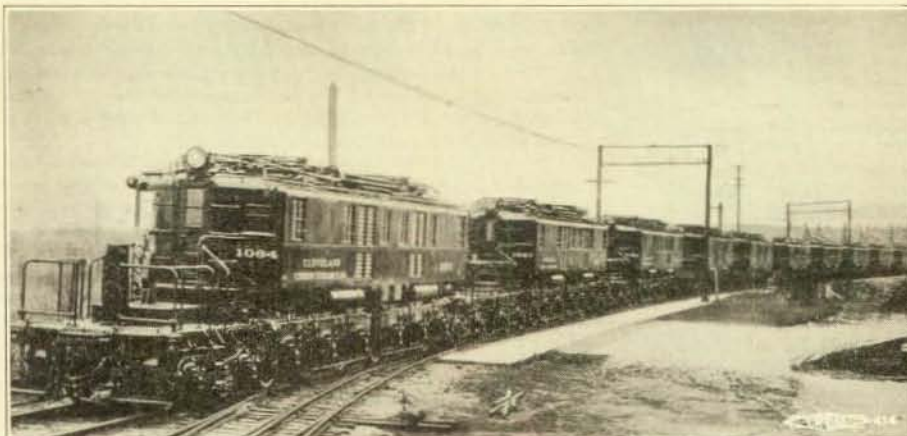
While much of the work of the railway electrician, both in theory and in practice, is within the scope of the ordinary qualified journeyman wireman, the diversity of operations as well as of training, includes some that are not generally included in his experience, for the railway electrical worker must be both an inside and outside wireman, and an expert on motors. He is, perhaps, the master workman of the electrical trade. In this machine age it is a fitting tribute to the spirit of craftsmanship that the railroads should find it worth while to spend four years in the education of a craftsman.

All business as now conducted—particularly those lines of business which embrace the so-called industries—requires specialized training and technical education, in fact so much scientific knowledge that the distinctive line between "business" and "profession" is fast disappearing.

Any one who hopes to achieve success, even the average, must know more, or at least as much, about some one thing as any other one, and not only know, but know how to do—and how to utilize his experience and knowledge for the benefit of others.

The crying evil of the young man who enters the business world today is the lack of application, preparation, and thoroughness, with ambition but without the willingness to struggle to gain his desired end. Mental and physical strength comes only through the exercise and working of mind and body.

There is too little idea of personal responsibility; too much of "the world owes me a living," forgetting that if the world does owe you a living you yourself must be your own collector.—*Theodore N. Vail.*



A TRAIN OF ELECTRIC ENGINES

Courtesy General Electric.



Courtesy Building Congress News

ELECTRICAL APPRENTICE CLASSES IN NEW YORK CITY

Top photograph: A corner of the classroom in which the related problems of the fourth-year electrical apprentice-helpers are being worked out. Lower photograph: An electrical laboratory in the Stuyvesant Trade School, where tests are being made of the problems worked out in the classroom shown above. These classes are under the jurisdiction of the Electrical Joint Committee of the Apprenticeship Commission of the New York Building Congress in co-operation with the Board of Education. Labor members work under direction of President Broach.

Railroad Electricians in Business Conference

By C. J. McGLOGAN, Vice President

A CONFERENCE of all railroad general chairmen of our Brotherhood with headquarters Chicago and east was held in the city of Cincinnati recently. Practically all of our railroad membership of the east and southeast were represented with the exceptions of chairmen who were tied up in conference with the railroad officials and were unable to attend.

This is the first meeting of its kind in which the general chairmen and officers of the organization participated and the consensus of opinion was that such meetings should be held each year in order to familiarize our representatives on the various railroad properties regarding the status of organizations and the manner in which our affairs are handled on roads with which we have contractual relations. A round table discussion was joined in by all present on the numerous questions dealt with, resulting in the expression by every representative in attendance that the meeting proved decidedly helpful. Practically every question that concerns the membership of our organization employed on railroads was dealt with.

1. The scope of agreements. It was clearly pointed out and demonstrated that as an organization we have no right to influence management in the assignment of electrical workers in the various departments inasmuch as any railroad employee doing electrical work may be placed upon a certain departmental payroll due to an accounting expediency. Therefore every effort should be made by the representatives of our Brotherhood on the various railroad properties to make the scope of the various agreements cover our classification of work on railroad properties irrespective of the department in which the work is done. Or, in other words, wipe out the lines of demarcation as they apply to departmental designation.

2. Jurisdiction disputes. The executive council of the Railway Employees' Department letter under date of August, 1927, was explained to all present and the method with which jurisdictional controversies should be handled on and through the various local and system federations. A clear and concise undertaking of this question was had after a general discussion was indulged in. Local committees will be instructed by the general chairmen and the general chairmen have a complete understanding as to our jurisdiction of work granted by the American Federation of Labor as well as the scope of our classification of work as covered by our agreements. This, of course, includes the operation of portable electric cranes of less than 40 tons capacity.

Resist Baseless Strategy

A high point in the discussion of this particular subject was the fact that the employers are continually endeavoring to have the employees designate the electrical equipment, apparatus and appurtenances in accordance with the trade name and likewise indulged in the classification of employees as to departmental maintainers rather than electrical workers or electricians. Example: Telegraph maintainer, telephone maintainer, headlight man, signal maintainer, signal man, Elwell Parker crane operator, and a number of others. These

Today is a day of co-operation. Men learn by discussion, by conference, by pooling ideas, and by working out policies jointly. Union electricians have adopted this plan on American Railways. Five day week is advanced. President Broach attends.

terms, or payroll classifications coined by the railroad management in order to designate to the accounting departments for labor cost distribution purposes the electrical work that is being done in a certain department when in truth the trade designation for each of the employees concerned is an electrical worker. Inasmuch as the work this various group of employees is engaged in is identical with one another, that is they are maintaining the electrical apparatus used in a certain department which is designated by railroad management and over which designation we have no apparent right to interfere and certainly every effort should be exerted by our general committees on railroad properties to have the correct payroll designation made for men performing our classification of work.

Five-Day Week Advanced

2. The five-day week or six-hour day. This question was discussed at great length and work of revamping our rules as they apply to the shops, power houses, substations, roundhouses and maintenance forces involves a great number of questions, so many in fact

that a sub-committee of the chairmen was appointed and met in Chicago during the week of February 24 in order to prepare a set of proposed rules having for their purpose the application of the five-day week and six-hour day. Each craft affiliated with the Railway Employees' Department is engaged in the same work and a federated committee will take all the rules submitted by the various crafts and endeavor to formulate a group of proposed rules with sufficient elasticity to have their application to any and all crafts on any railroad in the United States upon which negotiations for these conditions are held.

4. Apprenticeship training. The question of apprenticeship training was one in which great interest was displayed by the representatives present, realizing as they do that the class of workmen that are turned out of their time on railroads materially reflects either to the advantage or disadvantage of our craft. It was found that the method of training apprentices varied on practically every railroad; that no concrete policy had been adopted either by the organization or railroad management. The general chairmen are to furnish the international organization with a detailed statement covering the policy for apprenticeship training and out of this will be worked up a general policy that each committee will strive to have applied to apprentices coming within their jurisdiction. International President Broach offered some very timely suggestions and information in connection with this very important subject, not only as it applies to the membership on railroads, but likewise in the outside industries.

Broach Speaks

5. Railroad work. International President Broach outlined the position and policy of the organization as it concerned membership employed on railroads and was very clear and concise in his statements which has so marked his every utterance, leaving no doubt for any questions as to attitude and dealing with the subject matter in a manner that left no query in the minds of those present. His suggestions proved very helpful and beneficial to all present and they were unanimous in an expression of thanks to him for spending hours of his valuable time with them in conference.

6. Financing of system and regional councils was discussed and the outcome of our deliberations was that the attitude of the international organization was understood by all.

7. Physical examinations and age limits. The conference went on record as being opposed to physical examinations in all their various phases, whether of applicants for employment or periodical examinations as some managements are desirous of putting into effect, feeling that the physical examinations are only resorted to, not as a health measure, but to work hardships upon the members of trade organizations as has been the history of physical examinations in the industrial field since their adoption. The resolution concerning this subject adopted at the twentieth biennial convention of our Brotherhood was strictly adhered to and our general committee will ex-



IGNITION EXPERT

(Continued on page 254)

Modernize Bill to Meet Machine Industry

"If you can't serve, you can't earn; if you can't earn, you can't buy; if you can't buy, industry is paralyzed." It is with this thought that friends of vocational education are going before Congress with a request for a larger appropriation for training men to do the work of industry.

American trade unionists, and in particular electrical workers, will be deeply interested in this measure. Under the Smith-Hughes act, passed largely through the influence of organized labor, many of the apprentice classes carried on by labor unions are organized.

An analysis of the Capper-Reed bill, and the facts that lie behind it, has been made for the *ELECTRICAL WORKERS' JOURNAL* by Thomas H. Quigley, Georgia School of Technology, a member of the American Vocational Association's legislative committee.

1. The present federal co-operation with the states in aid of trade and industrial education under the Smith-Hughes act, is used to within 3.3 per cent of the total annual grant to the states. This financial margin of safety is necessary to avoid deficits.

2. The 1928-1929 enrollment in federally-aided trade and industrial classes represented training in 225 occupations and included:

	Per cent
65,000 youths over 14 preparing to enter a skilled trade	11.6
367,000 working youths over 14 learning while they earn a living	65.2
131,000 working adults receiving training to improve themselves in their jobs	23.2
563,000	100.0

Yet there are approximately 500 trades and occupations for which training of less than college grade is needed, and each year the United States has about 4,000,000 such young wage earners and approximately 25,000,000 adult wage earners. Many of these occupations and millions of these wage earners could be reached and served by the vocational education program if funds were available.

3. That the present federal co-operation with the states under the Smith-Hughes act of 1917 stimulated the states to promote trade and industrial education and training is shown by the fact that the states now spend approximately \$4 to every \$1 of federal aid.

4. Further federal co-operation with the states in trade and industrial and commercial education is needed to further stimulate and aid the states in solving the pressing and momentous training problems incident to:

Face Machine Problems

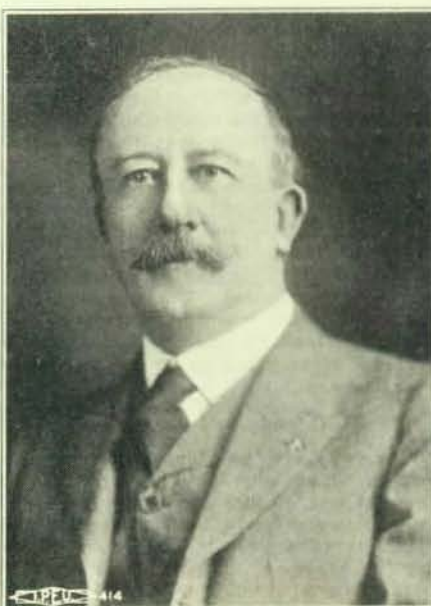
a. The continuous vocational re-training of wage earners, out of employment because of increasing mechanization, progress in business and industrial efficiency and changing economic demands, into operators of the newer processes or into new and expanding occupations, somewhat similar to the occupations in which they are experienced.

b. The vocational improvement of wage earners unemployed, or unsteadily employed, because of their lack of the hand and technical efficiency increasingly demanded of the occupations in which they are attempting to earn a livelihood.

c. The vocational training of older tradesmen into the lighter and more skilled branches of their respective crafts in which their past experiences will be continuing assets and their declining physiques will be no bar.

Importance of education for the job, and the preservation of skill in the job are given new emphasis by the Capper-Reed Bill to amend Smith-Hughes Act.

d. The training of the nation's increasing number of apprentices in the skilled trades to a high degree of all-around hand and technical efficiency within the trade as insurance against unemployment and loss of wages, and as assurance of an adequate supply of skilled craftsmen for the nation.



ARTHUR E. HOLDER

First Labor Member of the Federal Vocational Education Board.

5. With the growing electrical, chemical, mechanical, and other scientific technical control of trade, industrial and commercial processes and procedures there is a growing demand for the training of young people as, what have come to be called, junior vocational technicians, and for which jobs college training is unnecessary.

To Widen Field

6. Further federal co-operation with the states is needed to meet the increasing demand for the training of trade, industrial and commercial foremen, forewomen, and other supervisors as the leaders and teachers of the millions of wage earners, who, because of their highly specialized jobs, can receive the necessary training for them only on their daily jobs and from their supervisors.

7. Federal co-operation with the states in commercial education, not aided under the Smith-Hughes act, is needed to stimulate the states to bring the training for commercial pursuits up to the high standards of general and specialized efficiency demanded of office, retail and other commercial workers by modern business organizations.

8. Additional funds are needed, and needed badly, by both the Federal Board of Vocational Education and by the states, and jointly, for the stimulation of research and

the collecting of research data vital to the efficient functioning of vocational education, including the determination of the exact physical and psychological characteristics that individuals must possess in order to profitably receive training for specific occupations, the development of efficient tests to this end, the accurate and continuous determination of the training needs of the people, the continuous discovery of new occupational fields needing training, the accurate and continuous evaluation of the results of vocational training; and the dissemination of such facts.

Growth of Electrical Industry

(Information taken from the January, 1930, Electrical World)

Progress of Electrical Industry

All branches of the electrical industry prospered during the past year and look forward to good business the coming year. Reports from executives supplemented by actual figures on expected expenditures and sales show that the industry is going forward courageously. The use of electricity and electrical products is merely nominal as compared to the market yet to be sold. Thus it is evident that the industry should go forward even more rapidly than general business.

Invested Capital

Conservative estimates of the capital invested in the major divisions of the electrical industry at the end of 1929 is \$23,950,000,000. Light and power leads with \$11,100,000,000; electrical manufacturers, \$3,680,000,000; communications, \$4,780,000,000, and railways, \$5,500,000,000. These figures are very large for an industry that is only 56 years old, yet the important problem is to find money needed for the future. This will be a staggering sum, yet it will be obtained readily if earnings are maintained.

Appliance Field

The appliance business showed 19,700,000 customers owning appliances valued at \$1,546,000,000; with 10,100,000,000 energy sales and a revenue computed at \$656,000,000. In the appliance field a survey showed that the most popular was the electric iron, used in 17,700,000 homes. Next came cleaners, to the number of 7,700,000; washers, 5,735,000; fans, 5,600,000; toasters, 5,325,000, and heaters, 2,985,000. A great future is predicted for electric refrigerators of which there are only 1,223,000 in homes now; cookers, 1,050,000; ranges, 725,000; and ironers, 480,000 in present use. There are 55,000,000 portable electric lamps now used.

Energy Produced

Industrial power totaled 31,000,000 h. p. in the 175,000 industrial plants of the country, an average of five h. p. per wage earner. The complete output of power stations in this country is estimated at 92,737,000,000 kilowatt hours for 1929, and this authorities say will be increased to 102,000,000,000 kilowatt hours in 1930.

Men Employed

The total employees engaged in production of electric energy were 279,000. Telephone industry employees totaled 334,335, not including 56,000 employees of the Western Electric Company.

Fascist Corporate State Exists Only on Paper

DID Mussolini really pull off his coup in Italy? Is there a Fascist corporate state, or just the hope for one? What is the actual status of labor in Italy? These are questions answered with authority by Carmen Haider in her unusual book "Capital and Labor Under Fascism," just published by Columbia University Press (Price \$4.50). Miss Haider lived two years in Italy. She brought to her sojourn there youthful vitality, a well-stocked mind, and a capacity for observation. We do not like to inject extraneous, though germane, matters into a report of her work, but be it said, that Miss Haider has a grasp on political principles, and labor philosophy, quite beyond that of most masculine minds. She will challenge any labor unionist with her objective and brilliant analysis of Fascist philosophy.

Miss Haider first reviews that type of labor unionism prevalent in Italy before the dictatorship. Italian syndicalism took form before Mussolini. Its attributes were not unlike those virtues now appropriated by the dictator for Fascism. In fact, it is admitted by Fascist leaders that Fascism "does not invent, but follows and precedes, concludes and anticipates." Mussolini is only a super publicity agent for a movement that already existed. This Italian syndicalism at the outset stood for discipline; for a system of production on a national scale; for a repudiation of internationalism; for a repudiation of the class struggle; for a recognition of corporations in the system of production, and of capitalists. Early in his regime, Mussolini required workers to belong to the Fascist union. They belonged, but this did not necessarily mean that Fascism won their allegiance. Behind the Fascist front is wide-spread allegiance to the old-time workers' organizations.

Still In the Past

Miss Haider finds a "gap which thereby runs between the actual situation and the legal picture of it." She declares that "although tending towards the corporate state, Fascism is still in the syndicalist phase, but even if the corporations do not yet exist, the establishment of the ministry of corporations is a gesture demonstrating the intention of Fascism to develop in that direction."

This book is not a human document. There are no word pictures of Mussolini and other leaders in it. It is philosophic, and analytical. There is no heat of attack, or warmth of enthusiasm. It inspires confidence, however, and perhaps for that reason. One feels that the author is a fair-minded student, not a propagandist. The summary of the limitations of Fascism in respect to labor are not far from what American unionists would expect:

"However, if Fascism has its advantages, the difficulties, the dark side of the picture, are not lacking. In a hierarchic organization, personal dislikes and jealousies have too great an influence and cause injustices easily. In face of these faults, the various possibilities of appeal provided for are of little or no value, for not only may everything depend upon the interpretation of such terms as "moral character," "national faith," or "technical competence," but many persons will abstain from such action, regarding it as useless waste of time and energy.

"In every bureaucratic organization these faults are inherent, but Fascism has carried

Young woman student writes brilliant book illuminating Mussolini's rule in Italy. Analysis of far-reaching significance to American labor.

them into the field of labor, by transforming the workers' syndicates from positions of vital importance, where social ideas fermented, into bureaucratic offices, similar to any other administrative office of the prefecture or the municipality. Hence, labor organizations have just as much or little real contact with the people as any other governmental office, and it is quite understandable that the syndicate system is a theoretical structure, built in large part on the passivity of the masses. The workers are part of it only in so far as they are compelled to pay their contributions to the associations and to respect the standards decided upon in collective contracts, but they resent this compulsion, which imposes duties upon them without according corresponding rights, since not all of them may participate in the activities of the syndicates, nor even in the determination of their labor conditions. The representatives who conclude the labor contracts are either selected exclusively by those who enjoy the privilege of membership, or are appointed from above.

Offends Self-Respect

"The workers no longer accept this method, which may have been possible in former times. Today the consciousness of the proletarians has been awakened, and they demand a part in the determination and the shaping of the policies which affect them. A government may be perfectly sincere in its attempt to ameliorate the situation of the working classes; still the workers will oppose such paternalistic action because it offends their dignity. It is true that when the people are given the opportunity to determine their own fate, they frequently do not make use of that power, but delegate it to others; yet they have the certainty that they can at any time intervene. Often the leaders have pretended to act according to the desires of the people, while they have only listened to their arguments and then acted according to personal convictions or for their own advantage, but the people have at least had the illusion that they were consulted.

Will End Passivity

"The same has been true when agitators, abusing the lack of intellectual training of the audience, have led their hearers to vote for decisions which are really against their interests, but it is by such mistakes that the masses acquire their political education. From this point of view, even the disadvantages of Fascism may after all turn out to be useful to Italy, for they awaken the people and teach them to esteem those rights which they enjoyed before, but which they did not quite appreciate. When they painfully feel the absence of today, they will appreciate tomorrow, and in the future they will defend those privileges and take an active interest, ceasing thereby to be passive elements in the national life. Still, it would probably have been better to guide the people to a more conscious and respon-

sible exercise of their civil duties without taking the right of self-determination from them."

My philosophy makes life—the system of feelings and desires—supreme; and leaves knowledge merely the post of observer. This system of feelings is a fact in our minds about which there can be no dispute, a fact of which we have intuitive knowledge, a knowledge not inferred by arguments, nor generated by reasonings which can be received or neglected as we choose. Only such face-to-face knowledge has reality. It alone can get life in motion, since it springs from life.—Fichte.

Electricity Made Clear

The New Electric Library in seven volumes, published by the Theo. Audel and Company, of New York City, is a work of simplicity and clarity. We have examined it with a great deal of interest. It is profusely illustrated with that kind of picture and chart which makes the dark secrets of electricity interesting and clear. We have rarely found a work so well adapted to the beginner of the study of electricity. At the end of each chapter a series of questions serves as an opportunity for review and as a stimulation to new thought on what the student has just read. So interesting, so clear and so vivid are these elementary volumes that there was a question in our mind as to the authenticity of the information. We, therefore, submitted the text to a teacher of the theory of electricity of a well established school. He said that he found the data reliable. He often refers his classes to the Audel Electric Library in dealing with some particularly difficult problem of this science. The New Electric Library is prepared for Audel by Frank D. Graham, bachelor of science and an electrical engineer.

6th Annual Commencement

The sixth annual commencement of the building trades division of the Cleveland Trade School will be held Thursday, April 24, 1930, at 8 p. m., in the auditorium of the school, 535 Eagle Avenue, Cleveland, Ohio.

A class of over 100 graduates will at that time be awarded diplomas at the end of a four year period of apprenticeship. They will be distributed among six building trades as follows: Bricklayers, carpenters, electricians, painters and decorators, plumbers, and stone cutters. The sheet metal school, organized in 1927, will have no graduates until next year.

The building trades division of the Cleveland Trade School operates under the Smith-Hughes law, a statute enacted by Congress in 1917. It is maintained through the co-operation of the federal and state boards for vocational education, the local board of education, the building trades unions and the contractor associations. Instruction in each trade is given by practical journeymen. Thirty-seven classes are now being taught in the seven building trades.

An interesting program is being arranged for April 24. Prominent leaders of international labor organizations, and nationally known contractors will participate in the program, as well as representatives from the federal, state and local boards of education.

Delegates from contractor associations, local, state and national labor organizations, and the various civic and business organizations of Cleveland are expected to attend.

Protest Awake! What Form Will It Take?

THERE is a type of political enthusiast who thinks every city election won by a progressive forecasts a progressive revolution for the United States. We do not. We have seen too many progressive city regimes go to the scrap heap the next year; and we know how tough the American system is. Therefore, though we have recently come into possession of a confidential report of a research agency serving business men, predicting the end of ultra conservatism in American politics, we are inclined to think the forecaster a little too much frightened, and a little over enthusiastic. Let us look for a minute at this report. We can not quote it, but we can set down its gist.

This observer for business men finds in the attack on Charles Evans Hughes something new and important. This observer believes it was not the work of radicals, but the spontaneous uprising of public conscience against—not Mr. Hughes—but against the sanctity of the judicial system. The observer predicts that this attack will go echoing through the political arena for years to come. He finds that there has been a great deal of quiet criticism of the U. S. Supreme Court because of its decisions involving public utilities and rates, and because of its decisions involving corporations and trusts; and he believes that this quiet criticism is beginning to percolate the mass. He doubts that U. S. Supreme Court judges are acute enough to be aware of the unrest among the people.

Battles Coming

This confident of big business men expects to see the next 10 years a battle era made bloody by the combat of conservatives and liberals. He predicts

More government regulation in fields which have hitherto been thought private.

More regulation of big business and of utilities.

Government subsidy of farm and shipping industries.

Old age pensions.

He finds America awake and stirring.

The significant fact about this report is that no mention is made of labor, of labor unions, or of any industrial or economic problem which belongs exclusively to labor.

Whether the business man's confidential agency is right or not—we hope it is—there are several events not listed by it, which we find a good deal more significant than the Hughes episode.

First, the bitter, prolonged strife against chain stores, particularly in the south.

Second, the upstanding fight against telephone, and power monopolies in New York state.

Third, following the stock crash, the loss of confidence in the business system to do what it promised in the way of providing work for all, good wages, and a high standard of living.

Fourth, the recovery of foreign nations from the World War, their adoption of the American system of production, and the consequent bitter competition, which is destined to ensue, between them and this country. Prosperity must be attained by new routes.

These four shadows across the future may well cloud any conservative's vision, and make him reckless.

Confidential research service for business men sees handwriting on the wall for reactionary regime. Warns bankers and industrialists not to under-rate spontaneous rising of people against old customs and tactics.

Let us take the uprising of the chain stores in the south. This is not merely the rebellion of the small merchant against the



"YOUNG BOB"

Will he be new Progressive leader?

great retail corporation. It is an attack upon the whole system of absentee ownership, as this excerpt from one of the embattled newspapers indicates:

"The chain store plan disrupts the helpful tenor of sound, competitive business, in that it constitutes a monopoly, fixes prices against the consumer, deprives the community of the benefit of competitive trading, hoards the money of the people, sends it away from home and places it in the coffers of the Wall Street plutocrat.

Hurts Local Business

"The chain stores usurp the power of general circulation of funds which rightfully belong to the community in which it is earned by hard labor and sound normal investment for that community.

"Should the system be permitted to continue and grow it will eventually disrupt and destroy the helpful benefit of legitimate competition, and close the doors of opportunity to young men and women who aspire to independent ownership after acquiring training and general equipment to transact business for themselves.

"The bloated chain store owner cannot live in all the communities in which he has

holdings, therefore is not interested in the general welfare of each city and town. He cares nothing for our schools, churches and charitable institutions. His sole purpose is to get gain and carry it away from its legitimate channels.

"The rapid growth of the chain store system constitutes a dark cloud on the horizon of our business future and should be suppressed, either by the strong hand of law or by a popular withholding of the public's patronage from such system."

Granted, that there is this unrest abroad, what form is it likely to take? That is the rub. It is possible for rebellion to go off sporadically for a generation without doing any appreciable damage to the old guard.

Americans are cynical of political parties—new political parties more than old. They distrust the high-sounding, self-righteous note of the young party, as much as they do the pretentious, pompous self-praise of the old. No stable economic group in the country is prepared to provide permanent leadership to a party of protest. American labor does not appear interested in political leadership, though it is the logical group to lead.

But new conditions may generate new ideas, and new ideas give birth to new practices. One can not say what may happen, if the clouds on the horizon really give forth wind, lightning and rain.

Chicago Children 98 Per Cent Movie Fans

Ninety-eight per cent of Chicago school children attend the movies habitually and regularly. What might be called movie "addicts," children who spend from three to seven afternoons or evenings in the movies each week, are less numerous but include about twice as many boys as girls. Boys or girls who come into conflict with school or civil authorities and are classed as delinquents are more than five times more likely to be frequent movie visitors than are boy or girl scouts. Such are the conclusions of Mrs. A. M. Mitchell, of Chicago, from

a statistical study of movie attendance by 10,052 children, as reported to the International Association for Crippled Children, meeting in Toronto, Can. Mrs. Mitchell first divided the children into three groups: delinquents, average school children and boy and girl scouts. Among the delinquent boys 27 per cent confessed movie attendance three times or more each week. Twenty-eight per cent of the delinquent girls equaled this record. Only 7 per cent of the boy scouts and 2 per cent of the girl scouts attended as frequently. Evening movie attendance by delinquent children also is more frequent and a relatively high percentage of the delinquents habitually stay to see the same show more than once. Mrs. Mitchell sees no need to assume any tendency of motion pictures to make normal children delinquent, the most probable explanation of the differences found being merely that children naturally below average and likely to become delinquent have less opportunity for athletic sports and similar amusements than have the boy or girl scouts.

It may make a difference to all eternity whether we do right or wrong today.—James Freeman Clarke.

Is Adverse Tide Turning Against Henry Ford?

NOW comes forward Theodore F. McManus, president McManus, Incorporated, Detroit, New York, a publicity firm, with a long analysis of certain publicity and sales methods of a certain automobile manufacturer, left unnamed. This analysis is entitled "Reducing the price of coffins will not stimulate the demand," and appears as a large advertisement in the New York Times for February 24.

The gist of the charge is:

A certain automobile manufacturer talks a lot about high wages and short hours. In reality, he has closed bodies, brake parts, castings, chassis lubricating systems, carburetors, fan belts, ignition, starting and lighting systems, clutch parts, steering gears, pistons, crankshaft gears, spark plugs, storage batteries, horns, tires and tubes, speedometers, locks, shock absorbers, wheels, roller bearings and brake axles made outside in factories where low wages and long hours are the rule.

McManus disclaims any connection with any other automobile firm.

When McManus bought expensive space in newspapers to make the charges, many observers concluded he was illuminating the conduct of Henry Ford. This view is now supported by the following Associated Press dispatch from Detroit:

"2,300 FIRMS SUPPLY FORD MOTOR PLANT"

"Business Throughout Country Is Benefited by Decentralizing Policy," Says Manufacturer

"By the Associated Press.

"DETROIT, March 25.—Reports that a large part of the work heretofore done in certain departments of the Ford Motor Company was being let on contract to outside firms has brought from Henry Ford the statement that the company never was committed to the policy of producing in its own plants everything that went into Ford cars and trucks.

"More than 2,300 firms throughout the United States supply the Ford Motor Company," Mr. Ford said. "Business throughout the country is aided by this policy of decentralizing manufacture," he added.

"Asked whether employment in the parent plants here had been reduced by the discontinuance of certain departments, Mr. Ford said: 'We inquired particularly into that before we acted. Thus far the men have been kept at other work as far as possible, and that means practically every man was retained in employment.'

"The plan has not only effected economies in production, according to another official of the company, but has served to spread employment. 'We have land enough,' he said, 'to duplicate a department for the production of everything required, but why should we take that work from those already established and experienced in making such parts? It would add to our expense of manufacture to build up such departments.'

The McManus publicity said:

"A gigantic business built upon an unsound principle is just about as useful to humanity as a bookless library.

"It behooves us as business people, therefore, to try at least to determine that which is sound in the sense of principle—and that which is only sound in the sense of making noise.

Page advertisement inserted in New York Times by Detroit publicity man charges two-face industrial policy.

"No one has the right to write a book or give out an interview setting forth a supposedly infallible business formula unless he is prepared to go through the slight formality of living up to it himself.

"At the present moment we are all hot and bothered because we seem to find ourselves between two such supposedly infallible business formulas, both issuing from the same source and one violently contradicting the other.

Vertical Trust Described

"The one philosophy is that the sure way to the New Jerusalem of low prices to the consumer is to build a manufactured product from the ground up, through the raw material, to the finished goods, and pay the workman the highest possible wage scale.

"There is a tremendous amount to be said for this fine conception and most of it, as we know to our sorrow, has been said at interminable length and with tiresome frequency either in books or magazines or in newspapers.

"The June bug in the ointment is that it has never been demonstrated because the proponents have never lived up to the philosophy by building everything which went into the product from the ground up and paying the high wage scale on all the parts thereof."

Here a footnote says:

"In a classic instance of so-called raw-product-high-wage massed manufacturing, almost two-thirds of the complete product are manufactured either wholly or in part by outside sources as follows: Closed bodies, brake parts, castings, chassis lubricating systems, carburetors, fan belts, ignition, starting and lighting systems, clutch parts, steering gears, pistons, camshaft gears, spark plugs, storage batteries, horns, tires and tubes, speedometers, locks, shock absorbers, wheels, roller bearings, and truck axles."

"A very slight discrepancy, perhaps, to men of grandiose and gigantic vision—but one affecting component parts built, and wages paid, outside the parent plant, running annually into millions of dollars.

"These numerous component parts are 'farmed out' to outside manufacturers for the very practical reason that they can build them more cheaply—and one of the elements of saving, of course, is a wage scale considerably lower than the one so widely advertised.

"A low price to the consumer does result, as it does in the case of other manufacturers of similar products—but in this case it is not the fruit of the philosophy of raw-products-and-very-high-wages but of a totally different philosophy.

Get Cheap Labor Elsewhere

"This totally different philosophy is to build what you can, and get what you don't build as cheaply as you can get it elsewhere.

"This slight departure from the picture kicks the props from under the high wage scale altogether, and substitutes for a magnificent publicity conception the perfectly legitimate normal system of compromise or, if you please, surrender to the pressure of economic law.

"As a bewildering corollary to all of this, it is now joyously contended that the way to round out and complete the process of building from the ground up and paying the highest possible wage—a system which does not work out as we have already seen—is to penalize the dealer-workman who sells the goods supposedly in order that the consumer may benefit.

"At which point it is pertinent to remark again that reducing the price of coffins will not stimulate the demand.

What Ethics Is This?

"It is difficult to fathom a law of humanity which assumes a passionate devotion to the man who builds parts of the product, not so great a devotion to the outside workman who builds other numerous parts, and a positive disregard for the dealer-workman who sells the finished product.

"The penalty imposed upon the latter is very slight in percentage—but, unfortunately, it happens to be the percentage between business life and business death.

"It can easily be conceived as a penalty great enough to crush the victim—but most emphatically not great enough to benefit the buyer to the extent indicated.

"All of this would seem to prove once more that the only sound philosophy of manufacturing and selling is the good old American philosophy of protecting all parties to the contract—the workman in the factory, the workman who contributes to the finished product from other outside factories, the other workman who sells the goods, the consumer who buys, the stockholder who invests and, last and not least, the manufacturer who builds.

"Colossal fortunes do not grow out of intangible elements. They do not grow out of savings accomplished in building-from-the-ground-up when that policy is only fully applied in printers' ink. They do not grow out of a policy of high wages when high wages are paid only to a part and not to the whole working group. They do not grow out of a policy of penalizing the workman who sells the goods. But these colossal fortunes exist, for all to see, and while they are a living monument to individual wizardry, someone paid all along the line to produce the net profit which built the colossal fortune.

No Infallible Rules

"All of this is written and printed and paid for by the writer for the good of the order—for the good of all industry—for the good of America—for the good of those other manufacturers who are doing their level best to build so as to give the greatest value it is possible to give—who want to be fair and are fair to the wage-earner, the public, the dealer, and the investor alike—who are fighting for their share of a great market on a basis of fair play, passing on every possible penny of saving to the public and not trying to make a single cent by pose or pretense.

(Continued on page 256)

MONTH OF THE GRASS MOON

*Sixth in the Series of
Nature Studies*

By HAROLD K. WHITFORD
Local Union No. 3



Afield



HEAD STUDY OF SNAPPING
TURTLE

This particular specimen was about 125 years old and weighed 67 pounds. It was found at Bear Mountain, New York.



SNAPPER WITH MOUTH OPEN

The Snapping Turtle (*Chelydra serpentina*) has very powerful mandibles and is capable of severing a finger with little difficulty.



WHEN A BIG FELLOW MEETS A
LITTLE FELLOW

Comparative size of a full-grown adult specimen of Spotted Turtle (*Clemmys guttatus*) with that of the 67-pound Snapper.



A TURTLE IN THE GRASS

The Wood Turtle (*Chelopus insculptus*) is fond of the woods, although it is frequently seen around the edges of lakes, ponds, and brooks. However, it is not aquatic. Its color is a bright brick red. In New York State it is protected by law because of its food value.



THE TURTLE OF THE ORANGE
SPOTS

The Muhlenberg's Turtle (*Chelopus guttatus*) occupies a position between the Spotted Turtle and the Wood Turtle as the scientific name implies. There is a brilliant orange spot on each side of the head.



THE TURTLE OF COLORS

The Painted Turtle (*Chrysemys picta*) is a really beautiful reptile. Its colors are red, yellow, dark olive, and black. It is found in ponds, lakes, streams and marshes.

April—life giving April. May truly is sweet but April—April is pungent.

The great instinct of feathered friends—the migration—many new feathers are seen this month. April sends back the Ruby Throated Hummingbird, the Towhee, the Catbird, the Kingfisher, the Yellow Warbler, the Barnswallow and the Kingbird.

April brings forth the colorful hues of the flowers—the Spring Beauty—Claytonia—the Wake Robin, the Wild Ginger, the delicate Meadow Rue and the Pepper-root.

April—and the embryo of the life to come—eggs of the Toad, Spring Peeper, Meadow Frog, Pickerel Frog and Wood Frog, are deposited in their favorite ponds.

From a condition of "suspended animation" the Salamanders when discovered under stones and logs move about in true April fashion.

Trees are in flower, too—the Trembling Aspen, Hop Hornbeam, Yellow Birch, Red Berried Elder, American Elm, Beech, White Birch and Red Cedar bloom in the vernal air.

Insects are awakening to the warm touch of the April sun. Butterflies, Bees, and Beetles are about.

Impulse is stirring everything. It is like the resurrection of the dead, this April—Month of the Grass Moon.

And now Orion the Hunter is low in the southwest.

H. K. W.

WEAF Broadcasts Bieretz's Answer to Bell Company

Address of E. D. BIERETZ, Vice President

LIKE the Shylock of Shakespearean creation, the telephone company, in its relations with the public and in its policy of ignoring labor which is the medium of creation, is demanding and exacting "the pound of flesh." Labor so situated as was Antonio in Shakespeare's "Merchant of Venice" is at the present time evincing much of the same attitude expressed by Antonio in the words "Grieve not that I am fallen in this for you; for herein fortune shows herself more kind than is her custom; it is still her use, to let this wretched man outlive this wealth, to view with hollow eye and wrinkled brow, an age of poverty." The public, similarly situated to Portia, is preparing to read justice into the interpretations of the courts and when the telephone company, like Shylock, asks "Shall I not have barely my principal?" will be told "If it be proved against an alien, that by direct or indirect attempts, he seek the life of any citizen, the party against the which he doth contrive, shall seize one half his goods; the other half comes to the privy coffer of the state." "For it appears by manifest proceeding, that indirectly, and directly, too, thou hast contrived against the very life of the defendant."

The social significance of the telephone company is identical with that of other corporations masquerading under the costumes of public utilities. It is evident that they are not and cannot be public utilities unless they serve the public well. Rather than serve, they control the public and avail themselves of non-competitive opportunities to dictate to the public the terms to which the public must accede in order to make use of necessities. The telephone company, as all other utilities corporations, is therefore an "exploiting alien in the domain of society."

Laborer Worthy of His Hire

The expression "new" capitalism, a misnomer often resorted to to describe compound capitalism, is about as new as the pyramids of Egypt. "New" capitalism is nothing other than a merger of the organizations of capital for the purpose of more tightly securing monopolistic control and reducing the competition for the profits to be derived from the transactions with users or consumers. The social significance of the telephone company and all other financial institutions of similar design is manifest in practices, and procedures that cannot in effect be other than devastating and destructive of social progress because of a resultant elimination of individuality.

The foregoing expressions of conviction, despite the probability of their being characterized as socialistic, I hope, will be substantiated in your minds by the following statements of fact, to the extent it will be agreed that they contain just so much and no more of socialistic idealism than is found in the words of Christ when he propounded the thought "a laborer is worthy of his hire."

The hypocrisy of the telephone company in its dealings with labor, constitutes a serious indictment. The formation of the company union by the company itself was for the purpose of deceiving the public and the employees. In doing this, however, the company subscribed to the propriety of organization of employees, and attempted to deceive the public into believing that the company had agreed to recognition of the

Under the auspices of the League for Industrial Democracy, a three-handed debate between company, public and union, on the tactics of the telephone company made two hours of exciting discussion for the Atlantic Seaboard one day in March. Bieretz sees Shylock beaten at last.

employees' voice in industry. The extent of such hypocrisy must be obvious from the fact that telephone linemen in the employ of the telephone company throughout the country who are members of the company union, receive a wage rate of approximately 60 cents per hour, whereas the average scale for union linemen throughout the country is \$1.02 per hour. The wage scale for telephone operators is from \$15 to \$18 per week. The social significance of the telephone company's low wage policy cannot but leave a discouraging mind picture when it is considered that the wage earners constitute the largest aggregate purchasers; in other words, the wage earners constitute the largest market. If the wage earner is paid a substandard wage and is unable to purchase the comforts and necessities of life, those from whom those purchases are made also suffer. This means, of course, the merchants. If the merchant cannot sell his wares, he in turn cannot purchase from the manufacturer. If the manufacturer cannot dispose of his goods, he must decrease his operating expenses to a degree consistent with the disposition of his goods. If the manufacturer is compelled to do this, ultimately he must close his factory, stop buying raw materials, lay off his employees, reduce his overhead and await results. This all means necessarily unemployment conditions are multiplied. But what does the telephone company care about its contribu-

tions to unemployment and business stagnation? Is not the telephone company in a temporarily safe and secure position by reason of the fact that its position is protected because of its business being protected by contracts?

Beneficent Monopoly, Yes?

It must be remembered that the foregoing outlines the social significance of the telephone company's procedures. It must be further remembered that these procedures by the telephone company constitute the practices of one of our largest and most wealthy private corporations, which is continually parading under masquerade as a public utility. The telephone company is spending stupendous sums of the people's money collected from the public through exorbitant rates for the purpose of parading its self-opinionated virtues in the press. The telephone company has no competition, it is absolutely unnecessary for it to advertise that which it sells because people cannot procure that service from any other source than the telephone company itself, and yet the telephone company spends these huge sums of the people's money through advertisements in the daily papers. Why? Does the question need an answer? Is this not a convenient means of reimbursing the press for all the nice things said through the columns of the daily newspapers about the beneficent influence of the telephone company's presence in any community?

Whenever real unionization of the employees of the Bell Telephone Company is attempted, the company does not hesitate to strike the effort down by whatever means it may command. It has kept men and women in its pay to break up unions. A notable example of this occurred in Boston several years ago. Absolute proof that the head of the International Brotherhood of Telephone Workers, which is the company union (note the similarity of name to the International Brotherhood of Electrical Workers, which is the real labor union), was in the pay of the New England Telephone Company, was had.

The company endeavors to further mislead the public into believing that its recognition of labor is a fair and just one through the establishment of the following practices:

1. Selling stock to employees. This stock is sold to employees at the regular market price. It is a method of collecting about \$150,000,000 of the employees' money for use by the telephone company. It gives the employees no kind of control over their jobs or over the corporation in which they find themselves. It is a means of borrowing money from underpaid employees who must forego comforts, at least, and very probably, the necessities of life, in order to lend the corporation this money.

Excessive Low Wages

2. The providing of life insurance for the employees apparently at no cost to the employees, but actually at the tremendous cost of substandard wages.

3. Developing the employee as a limited specialist. Equipping the particular employee so that he is capable only of serving the company as a human machine. By reason of his special training, he can do the work of the company well, but can do nothing else, and as a consequence thereof

(Continued on page 251)



E. D. BIERETZ

Richberg's "Masterpiece of Irony" Cites Public Rights

Address of DONALD RICHBERG, Attorney

SOME years ago I began an extensive research in the social science laboratories, whereby I sought to isolate the germ of "public ownership." It seemed desirable to find out the cause, and thereby the cure, for this malignant disease. Men and women of otherwise sound judgment are stricken by it very suddenly. The temperature rises rapidly, blood pressure increases, eyes glitter, tongue waggles—and typical hallucinations will take control and be volubly exhibited despite all the repressive efforts of a fond wife and children and former friends.

At the outset of my investigations I learned that the apparent causes of the disease were commonly too trivial to be accepted as true sources of infection. The apparent cause might be a penny increase in street car fares; or the announcement of a new and more mysterious method of charging for electricity; or such a modest elevation of telephone rates as once preceded an epidemic of "public ownership" that spread with surprising rapidity among the conservative citizens of New York.

Disease-Smitten, Sneers At Profits

Therefore I sought through a study of effects to discover clues that might guide one back to hidden, fundamental causes. Persons smitten with this disease characteristically become and remain unreasonable—in fact irrational—about simple business problems. They will call attention to a prosperous corporation, which is nobly engaged in furnishing a necessary public service, and they will denounce the enterprise—because it is a success according to all the standards by which they judge other enterprises! They will declaim against profits of 20 or 30 per cent on the investment—or even against profits as low as 10 per cent—calling them "exorbitant." They will castigate the profit-makers, although according to normal standards a business man who can occasionally produce a fat profit is highly regarded; and anyone who can do this frequently becomes a sacred person, reverently enshrined in his favorite banks.

The afflicted and fevered victims of the P. O. germ will also work themselves into rages over the corruption of government by privately owned public utilities, over the obtaining of special privileges and immunities from ignorant or venal public officials, over the abuse of monopoly powers granted by governments of the people so as to squeeze unearned money from the people, over the false advertising of the quality and value of the service rendered, over the fraudulent means used to mislead public opinion and to convince all gullible people that the wolf of private greed, when wearing the family nightgown, becomes Little Red Riding Hood's dear old grandmother—public service.

Why Pick On Poor Utilities?

Yet these operations, so hotly condemned, are the familiar and accepted methods whereby some of the proudest fortunes of America have been made out of steel and oil and lumber and sugar and coal and all the other things which many people need and for which they can be compelled to pay high prices—by those who can cleverly corrupt government and public opinion so as to make fraud and deceit the avenues to success, instead of merely bypaths leading to fail.

Under the title, "Public Rights in Public Business," Donald Richberg represented the public at the dinner in New York, broadcast over WEA. The radio announcer stamped his address as a masterpiece of irony. "The wolf of private greed, when wearing the family nightgown, becomes Little Red Riding Hood's dear old grandmother—Public Service."

Why, therefore, should a business man or a housewife develop a high fever and demand that the government take over the electric light company or the telephone company, just because it is being successfully operated, which is proved by the fact that it is making a lot of money? Is not the universal test of business success the making of a big profit? As free American citizens do we not enjoy a constitutional right to live humbly and create million-

aires? We pay movie actors and actresses \$1,000 a day merely to look beautiful, even when no longer blessedly dumb. We pay 25 cents for five cents worth of tooth paste or soda crackers or shaving soap or mouth wash. We give a fortune to anyone who will show us a new way to squander money. Doesn't it seem a bit unfair to deny to clever public utility operators their share in this national prosperity that 90 per cent of our population is generously donating to 10 per cent? Isn't criticism of large public utility profits under the circumstances clear proof of an unsound mind?

Panama Canal Big "Failure"

Another evidence of the pernicious effects of this P. O. disease is found in the irrational suggestion that governments, now confessedly corrupt and incapable of effectively regulating public utilities, should take over and operate these utilities. The mere office boy to the sixth assistant vice president of a holding corporation could tell you that a government incompetent to regulate an enterprise must be incompetent to operate it. The sixth assistant vice president himself will tell you that this proposition was proved forever during the World War.

Consider for example the helpless condition of the railroads, after we had entered the war, absolutely unable to furnish the transportation service essential to the life of the nation. Of course this situation had not resulted from any incompetence of private management, or from any waste and misuse of the billions of dollars of private and public wealth that had been poured into the railroads. Of course, it must be assumed that the follies and restraints of inefficient public regulation alone had thwarted the natural efficiency of private public utility operators. Anyhow, you will be told that the government, being unable to regulate, undertook to operate the railroads; and thereby must have proved once again, as in the Panama Canal and postal service, that the governmental operation of a public service will always be a failure. The sixth assistant vice president will explain this to you very clearly, with the convincing use of some impressive statistics, which you will find it hard to discredit—even though you happen to know that they are incorrect.

Sixth Assistant, He Knows

But a man afflicted with the P. O. disease will be likely, in his illogical, irrational fashion, to ask the sixth assistant vice president if it isn't a fact that the government did what the private operators could not do with the railroads—that is, the government furnished the American people with continuous, adequate transportation service throughout the war, despite the tremendous, unprecedented difficulties of the task. And then the poor afflicted creature will be utterly crushed (or he ought to be) by the retort of the sixth assistant vice president who will say:

"Yes, the railroads under operation by the government furnished the service needed, but they didn't charge enough for it; and so they didn't make enough money. And as soon as the roads were returned to private control the rates were raised and they've been making money ever since. A substantial number of the big lines have been mak-



DONALD RICHBERG

ing as much as 20 per cent annually. The government didn't make and couldn't make any such profits as that! So you see, government operation was, and always will be, a failure!"

Probably it is not necessary further to discuss the hallucinations of those smitten with the P. O. disease. You will see from the indications given that here is a fruitful field for the application of the principles of behaviorism and psycho-analysis. And so for years I have been studying carefully several thousand cases of the P. O. disease—most of them chronic and evidently incurable, but some of them only mild attacks of limited duration. Of course, this has been an adventure not lacking in personal peril. It has been difficult always to escape infection and at times I have feared that despite constant efforts at immunization I might find myself some day desperately and perhaps hopelessly ill. Meanwhile it was plain that I was not only suspected but convicted of having the P. O. disease, by the powers that be, because of my associations with secessionists who were openly advocating political self-government and the operation of public business for service instead of for profit.

Today is my opportunity to deal candidly with this whole question and to reveal the conclusions of this long and perilous research. At the outset I must explain that the breeding place and method of transmitting the P. O. germ has been determined; but it will not be stated; because I have become convinced that the disease itself is only nature's beneficent method of combating a much more dangerous infection by the more virulent and active germ of revolution, which is known to social scientists as "spirit of 1776." If the public utility doctors should be aided by the results of this research in their present efforts to wipe out the P. O. disease, I am quite sure that the "spirit of 1776" would become epidemic in proportions that would seriously interfere with even such a noble experiment in paternalism as the enforcement of the eighteenth amendment.

For this reason I have decided to sacrifice the possibility even of recommendation for a Nobel prize and there will be no announcement made concerning the identification, location and transmission of the P. O. germ. I have discovered, however, in the course of this investigation an imminent, urgent need for an effective control of public utilities in the public interest and this will be briefly stated, realizing that my conclusions may serve to support the arguments of both the proponents and opponents of public ownership and therefore should be expected to please everybody—or nobody.

1. It may be generally unwise under present political conditions to have public utilities subject to unqualified political control, but it is equally unwise to have them subject to unqualified private control. Politically selected managers might operate these utilities primarily for private advantage and secondarily for public service. But privately selected managers are now operating these utilities primarily for private profit and secondarily for public service. The same conditions that might prevent effective public operation are now preventing effective public regulation.

2. Our existing machineries of regulation have failed lamentably to prevent the dominance of the profit making interest in control of the public business of furnishing public service.

3. The power of this profit-making interest to defeat adequate public control is entrenched in judicial construction of private property rights in public business. Such

rights must be eliminated from public utility enterprises, not only to protect the public interest in public services, but to preserve for the people their power of self-government.

Hits New York Decision

Recent opinions of the Supreme Court of the United States have so extended private rights in property devoted to public service that they actually include private rights in the public business itself. The legal transformation of public obligations into private rights is expressed with startling clarity in the New York Telephone Case (271 U. S. 23) where the Supreme Court said:

"The relation between the company and its customers is not that of partners, agent and principle, or trustee and beneficiary."

If a public utility is not a public agent or a public trustee, we may well ask how it can be lawfully authorized to perform a function of the state? And how can we prevent increasing private control of government if private persons, authorized by legislative action to gather and spend taxes amounting to \$12,000,000,000 a year are to be freed by judicial action from the obligations of a public agent and public trustee?

4. Private control of government is becoming a greater menace to our democracy than public operation of public business; and vast private interests in public utility enterprises today are co-operating in the exercise of an intolerable force of private control over the selection and performances of public officials.

5. Private proprietary interests in public utilities are the source of persistent demands for excessive profits out of public business, and the source of the legal rights to support such demands, and the source of the financial power to control private managers and political regulators so as to subordinate public service to private profit.

6. If private proprietary interests in public service enterprises can be limited to a fixed return upon a fixed investment, if all speculative private interests in excessive profits or unearned increment can be eliminated, perhaps the selection of managers by private investors can be retained, and either a permanent or a temporarily desirable substitute for unqualified public ownership may be provided. If—and perhaps!

In recent testimony before the New York legislative commission investigating this subject, I presented in more detail reasons for, and methods of, a drastic change in our present efforts to control the operation of this public business in the public interest. Today I have had only time to state a few general conclusions and to make a brief application of them to the particular subject of this meeting.

The telephone companies can make many claims to public approval for efficiencies in handling business, for improvement of facilities and for accepting a measure of responsibility toward the public. But I doubt if any group of public utilities has been more adroit and successful in reaping and concealing from public accounting excessive private profits out of public business. Nor can this group defend itself against the charge that many improvements in service that might reduce such unfair profits have been retarded and postponed to an extent which cannot be justified in the execution of a public trust. And I am quite certain, from a review of rates charged in many localities, that the telephone monopoly is seriously overcharging the public for the services it performs.

The main point, however, which I desire to make today is that public utility corporations are entrusted with a public agency to furnish the people of the United States

with essential transportation, communication, light, heat, power and water and we should no longer permit such corporations to be controlled by those primarily interested in making private profits out of them. Instead of creating uncontrollable agencies and then trying to regulate them, we should create only agencies that we can control. I agree with Mr. Owen D. Young that "we must learn to regulate adequately our public service in private hands or there will be no alternative but the government ownership of such services." But I would add that we will not find any method of regulation adequate until we have detached the private hands which furnish a public service from the private brains which are interested primarily in making as much money as possible out of public business.

Private ownership and public ownership are not real tests of division in fundamental political ideas. The real division line lies between those who down in their hearts believe in private control of public business, who have no real faith in democratic processes, and those who down in their hearts believe in public control of public business, who despite all discouragements from dolts and dictators still believe that self-government is as essential to community progress as to the development of the individual.

In this fundamental division of society those of us who still cherish a faith in democracy may expect no support from either comfortable self-assured conservatives, or discomfiting self-assured revolutionaries. We may observe in the light of history that the revolutionaries are likely to be utterly right in purpose and utterly wrong in method. But the conservatives are usually wrong in both purpose and method. Their respectability furnishes only additional indication that they are probably wrong. It has been ever thus.

With no disrespect for the blue uniform in which my father fought and my uncle died, I concede the superior charm of life in the south over life in the north before the Civil War. But I believe Lincoln was right. I suspect that the nobility of old France would have provided more pleasing table companions than the mob that stormed the Bastille. Fortified by the memory of my mother—a genuine registered Daughter of the Revolution—a Mayflower descendant, if you please—I dare to think that the Tories of 1770 were a more presentable social group than the early revolutionists who advocated independence at a time when such a radical idea was wholly unacceptable to George Washington. Probably the round heads who followed Cromwell compared quite unfavorably with the cultured cavaliers and brave gallants who drank a health to King Charles. And, leaping back across the centuries, I marvel at the effrontery of a poverty-stricken rabble that ignored the wisdom of the great men of their time, that even challenged the triumphant authority of the greatest empire ruled by the most successful people in the world, that turned away from the teachings of all the well-dressed, wise and wealthy rulers of the Roman Empire, to listen to socialistic, seditious doctrine preached by a labor agitator, a carpenter from one of the backward states!

Respectability, today as ever, commonly believes that governmental agencies can properly be used to produce speculative profits for people who are clever enough to make more money than they know how to spend. It isn't respectable doctrine to assert that making speculative profits out of public business is the violation of a public duty—the betrayal of a public trust. It isn't respectable doctrine today—but it is right; and in the end that doctrine will prevail.

Nation Wide Campaign to Anticipate Tuberculosis

WITH comparatively recent studies indicating that in medicine, as in other things, "As the twig is bent so the tree inclines," the National Tuberculosis Association and its affiliated associations throughout the country make the prevention of tuberculosis among children the keynote of its third annual Early Diagnosis Campaign, during April.

The campaign, one of the many projects made possible by the sale of Christmas seals during December, 1929, is entirely an educational effort, seeking to impress upon the public the fact that tuberculosis usually begins in childhood. All literature issued in connection with the campaign—leaflets, pamphlets, posters, etc.—bear a child's picture and blaze forth the message to parents: "Protect Them From Tuberculosis," together with the specific advice: "Keep them away from sick people," "Insist on plenty of rest," "Train them in health habits," "Consult the doctor regularly."

Two important diagnostic aids are com-



monly used by doctors to detect the presence of early tuberculosis before it makes itself known by symptoms. One is the well-known X-ray photograph and the second is the tuberculin test. The latter is a simple, harmless, painless skin test which shows whether or not there are tubercle bacilli in the body. The presence of the bacilli is indicated by a reddish tint on the skin at the point the tuberculin was applied.

Disease Not Inherited

Contrary to an opinion that still persists in some quarters, tuberculosis is not inherited, but is caused only by a germ called the tubercle bacillus. Although the disease often begins in early childhood it is unlike many so-called "children's diseases" in that it is lasting, or chronic. In most cases it develops so slowly as to appear to be asleep, or "latent" until the early adult years, when it ripens into activity and becomes an object of public concern. One purpose of the educational campaign is to remind people that the preventive measures should be taken during the period of latency.

Some of the common methods by which healthy persons, especially children, are infected by tuberculous persons are well known to the public but frequently are ignored. Kissing or fondling children is often a cause of infection, while drinking cups, spoons and food may have tubercle bacilli on them, unknowingly placed there by someone suffering

Too much care can not be taken to prevent the spread of the most dread of all diseases.

from the disease. Persons having lung tuberculosis, especially those in the more advanced stages, cough and spit out tubercle bacilli, sometimes in large quantities, and children coming in contact with such tuberculous persons are, of course, likely to breathe in or swallow some of the germs.

A positive tuberculin test and tubercle shadows on the X-ray plate are not necessarily a cause for alarm. They do mean, however, that the child has received quantities of tubercle bacilli from someone, and this "someone," who usually proves to be an adult in the home, must be found, for unless this close contact of the child with the tuberculous individual is broken there is grave danger that the child may develop lung tuberculosis. But whether or not the "someone" is found the child should be under the observation of the doctor until he is fully grown.

The Stitch In Time

Only recently has scientific investigation disclosed that there is a condition to be found during childhood which is the precursor of tuberculosis in the adult. Strictly speaking, this condition is not lung tuberculosis at all in the beginning, but a warning signal that there is grave danger of the child developing it later in life. Today it is possible to discover these cases even before the disease has made itself manifest, so that, taken at a period earlier than the actual development of tuberculosis, adequate preventive measures can be applied with far more success than is possible later.

While there are practically no reliable signs whereby a parent or teacher can positively discover childhood tuberculosis, there are some general indications of poor health that should cause a parent to take the child to a physician for examination. These are, signs of underweight and slight weakness, a poor appetite, paleness, and the fact that the child may tire easily and prefer to sit quietly rather than romp with other children.

Ancient Disease

Scientists have revealed the existence of tuberculosis in the bones of prehistoric man. The histories of all ancient civilizations record its ravages. Egyptian mummies disclose the fact that it was carrying on its deadly work 1,600 years before the Christian era, and Chinese historians recorded the disease in the middle of the sixth century B. C. Although ignorant of their causes, Hippocrates and other Greek writers described such familiar symptoms of tuberculosis as empyema, pneumothorax and pulmonary hemorrhage. So down through the centuries, the Great White Plague has claimed its victims—men, women and children, rich and poor, high and low, cultured and ignorant. In every land, it has taken wide toll: an English Keats, a German Schiller, a French Molière, a Russian Chekhov, and of Americans a John Paul Jones, a Thoreau, a Christy Mathewson.

Tuberculosis is caused by a germ, the tubercle bacillus, which was discovered in 1882 by Dr. Robert Koch, a German Physician. It is a small, rod-like organism, visible only under the microscope, and can be stained by a simple method so that it will stand out clearly as a tiny red line against the blue background of the microscopic field. It can be grown under artificial conditions in the laboratory for research purposes, and when injected into healthy animals, will produce the disease.

Tuberculosis is spread directly from one human being to another by inhalation or swallowing the germs of tuberculosis. By far the most frequent seat of infection in man is the lungs, although intestinal infections are not uncommon and the disease may attack any of the other organs, sometimes spreading to all parts of the body in a rapidly fatal form known as miliary tuberculosis.

The sputum of a person suffering with an active case of the disease may contain living tubercle bacilli. When he expectorates, he deposits these germs, often in great numbers, in places where others may come in contact with them. When he coughs or sneezes, the germs are carried into the air in tiny droplets which others may inhale. Therefore, he should spit only into a closed cup and always cover a cough or sneeze. Sometimes inhalation of infected sputum that has dried on the floor and been ground up by passing shoes may still cause the disease. Children are very easily infected; hence, careless spitting on the floor where they are accustomed to play is a grave source of danger to them. The disease spreads most rapidly where there is crowding together of people as in shops, cars, assembly halls and congested residential areas.

Ninety per cent of tuberculosis is of the human type but the variety of the germ which affects cattle is responsible for many cases, especially in childhood. Infected milk, and even butter and cheese, carry the bacteria into the digestive tracts of children and thence the germs may enter the circulation, causing tuberculosis of bones and joints, the peritoneal cavity, and the meninges of the brain and spinal cord. With greater insistence on the tuberculin testing of cattle and the pasteurization of milk, the amount of tuberculosis developing from these sources can be greatly reduced. Much has been done in this direction, but in 1926 in the United States, more than 4,800 children under five years of age died from the disease.



GENERAL HEALTH EXAMINATION

JOURNAL OF ELECTRICAL WORKERS

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No. 4

Unbiased Investigation or a Lynching?

Any time now we are likely to be treated to one or more of those obscene and disgusting spectacles, the lynching of an organization's reputation by insinuation and innuendo. Already it has begun in certain cities, this time the slander apparently emanating from "respectable" business men, who talk public service. District attorneys are asked to investigate practices in the electrical construction field. Though not a scintilla of evidence has been produced, certain newspapers have been bandying about the name of Robert P. Brindell and other unsavory figures, in an effort to have the lynching begun and over with as soon as possible. In the meantime, public officers are cool, and this organization awaits an unbiased investigation with equanimity.

It is an ironical fact that the only basis upon which the alleged misdemeanors can be depended is the cordial relations of co-operation existing between the majority of electrical contractors and this union. It hasn't been very long ago that the press was lambasting this union for its so-called senseless antagonism and hostility to employers. Co-operation, negotiation, arbitration, were best, the critics said. Now that the union has heeded their advice, and is trying in an enlightened way to set up civilized relations in the industry, now the same ones are seeking to impute sinister motives and to charge irregular practices. It was ever thus—damned if you do and damned if you don't.

It should be borne in mind by fair-minded persons that proposed investigations are only a part of the general campaign against the new regime of co-operation. They are backed, first and last, by those powerful, well-financed, and secret forces which have from the beginning sought to destroy the union, and to destroy unionism. We know who they are, and are not deceived by sheep disguises of virtue and high-minded public service.

This union has begun a definite, well-thought-out and honorable program looking to economic independence. It is seeking to injure no one. It is determined to put this program into effect, and it will not be deterred by manifestations of secret enemies, nor will it surrender its ideal of economic independence for the lesser one of hat-in-hand, servile dependency upon charity, or state aid.

Get Poor Quick

It is apparent to anyone who looks, sees and thinks that the stock crash of October, 1929, was more than a signal for business deflation. It was also a pinprick to a well-filled balloon of false expectation and economic propaganda. It may well be that writers 10, 20 or 50 years from now will say, "The downward plunge of stocks on Black Thursday meant the end of the post-war cycle, and the beginning of a new period of economic co-operation."

One of the diseases with which the American people were suffering before Black Thursday's dire arrival, was the get-rich-quick mania. Jazz fortunes were made for unknowns in the stock exchange. Other unknowns heard of these and nursed the secret hope that they, too, would get rich quick. Now millions know to soberer realization that America is also the land of get poor quick. Fortunes can be lost as easily as they are made. The primal law, "in the sweat of thy brow shalt thou eat thy bread" may hold good even in this spacious land of golden opportunity.

A lot of other illusions tumbled with the teasing ticker on Black Thursday. For one, the illusion that the business cycle had been abolished. Business men, bankers, business economists—most of them—were arrogant. Prosperity was to be perpetual. Blinded by confidence, heads of billion-dollar banks failed to foresee the impending crash. From this time on, these ardent believers in the established order are on the defensive. They have got to prove that their system will work, that is, will clothe, feed and shelter all, without periodic visitation of the pestilence of unemployment.

Closely related to the illusion of prosperity, was the oft-repeated piece of gratuitous nonsense that labor unions were no longer needed. This was the sing-song refrain of the Wall Street Journal. Its idea was that America was so prosperous, individual fortune was so secure, industrial relations so just, that labor unions were just hang-overs from an older day. Well, we conclude that piece of nonsense went to oblivion with the \$25,000,000,000 of paper value on Black Thursday. We conclude that in the day of mergers, super combinations, and world trusts, individuals must organize or become as serfs to the economic order.

America has a splendid future. It is a great country. We know that. We helped build it. But the road to a golden future does not lie in the direction of bunk, lies or illusions. It lies in the direction of work, and of co-operation. This great amorphous nation has just begun to learn the first letters of the alphabet of industrial co-operation.

Mr. Hoover's Confusion of Mind

Mr. Hoover won an early reputation by his defense of American individualism. He is the author of the book, "American Individualism," given wide publicity at the time of his election to the Presidency. At the same time Mr. Hoover became well known as the guardian and friend of trade associations, a movement which surely could not be stamped as individualistic. The economic group was allowed to take precedence over the individual. Now comes President Hoover with a statement as utterly opposed to his doctrine of individualism, as labor unionism is to Garyism.

"The idea that the Republic was created for the benefit of the individual is a mockery that must be eradicated at the first dawn of understanding."

Can we believe our eyes! Is this the same man who, in 1922, wrote:

"I emerge an individualist—an unashamed individualist * * * On the philosophic side we can agree at once that intelligence, character and the divine sparks of the human soul are alone the property of individuals. These do not lie in agreements, in organizations, in institutions, in masses, or in groups. They abide alone in the individual mind and heart."

Here is confusion of mind. And we must admit that Mr. Hoover's acts in the White House strike us often as the acts of one not quite clear in his own mind what should be done. He talks peace, but sends emissaries to London who favor a bigger navy; he believes, he says, in social justice, but he appoints two reactionaries to the Supreme Bench; he endorses a Socialistic scheme to save the farmers but appoints a big business individualist to make it go; he believes in competition but does not want government competition of private power monopolies.

Mr. Hoover was elected because the American people pictured him as a man of action, capable of directing successfully a great corporation like the U. S. Government; and it would be just too bad if he turned out to be a kind of confused Hamlet caught between too much thinking and too little doing.

Senator

Wagner Acts

Though we cannot expect any immediate relief of present unemployment through legislation, every citizen should be grateful to Senator Wagner, of New York, for his efforts to do something about future unemployment. Senator Wagner has introduced four bills into Congress that express enlightened and statesmanlike determination to "do something about it." These are:

1. "S. 3059—A bill to provide for the advance planning and regulated construction of certain public works, for the stabilization of industry, and for the prevention of unemployment during periods of business depression." This is a preventive measure dependent upon fore-knowledge of depression, and the intelligent spacing of public works to mitigate the stringency.

2. "S. 3060—A bill to provide for the establishment of a national employment system and for co-operation with the states in promotion of such system, and for other purposes." This seeks to set up a flexible and workable public system of agencies.

3. "S. 3061—A bill to amend acts and to create a department of labor." This enables the department of labor to collect adequate facts on employment and unemployment at all times.

4. "S. 3081—A bill to regulate the wage of laborers and mechanics employed by the War Department and manufacturing establishments and on public works." This is an effort to keep the government from sweat-shopping.

These bills express the best thought and sentiment on these subjects, evolved during the last 10 years, and are a credit to Senator Wagner.

Who's Guilty? The New York World boldly and unequivocally places the blame for the suddenness and decisiveness of the stock crash upon Andrew Mellon and Herbert Hoover. Its line of argument is this: The Federal Reserve Board could have checked unlicensed speculation by making money for speculation scarce. This the New York Federal Reserve Board wanted to do 10 months before the crash, but it was not permitted to raise interest rates by the Federal Reserve Board at Washington, of which Andrew Mellon is chairman. As a result, the panic came, and in its wake unemployment, hunger and want. It says:

SOMEBODY SPILLS SOME BEANS

"Official confirmation of what has long been a common belief in the financial district concerning the cheap money policy of the Federal Reserve Board last year is to be found in the latest annual report of the Federal Reserve Bank of New York. In this report Gates McGarrah, who before his recent election as a director of the new Bank for International Settlements was chairman and Federal Reserve agent of the New York Reserve Bank, says:

"For a number of weeks from February to May directors of the Federal Reserve Bank of New York voted an increase in the discount rate from five to six per cent. The increase was not approved by the Federal Reserve Board."

"That, in a nutshell, is the story of what was going on last year in the months preceding the Wall Street panic. It shows what helped to bring on the final stages of the stock market boom which resulted in the panic, and it shows who is mainly responsible for the panic. It shows that at least eight months before the big break the New York Reserve Bank was endeavoring to apply corrective measures and was thwarted by the powers in Washington. Officialdom was enjoying the Mellon-Coolidge-Hoover boom, and it did not consent to restrictive measures to curb the speculative excesses until August. It was then too late. The damage had been done. The result was the great Mellon-Hoover panic.

"After this authoritative revelation of what occurred in 1929 the country will know where to place the responsibility for the bread lines and unemployment of the past winter. And now Governor Young, of the Reserve Board, proclaims that the board is again committed to a policy of easy money, and that 'the easing influence of this program will in time trickle into all forms of credit.' The results have already shown themselves in speculative credit. Brokers' loans have increased by half a billion during the last 60 days."

All analysts are agreed that when business resumes, it will be the construction industry, which will break the jam, and set the current of commerce moving freely. Yet how is construction going to begin? Credit is easy—on paper. Great projects are scheduled for erection—probably \$11,000,000,000 worth. Thousands of building craftsmen stand ready to leap to their tools. But construction does not begin. Why? Probably in part because men are cautious. They are afraid. But more, because money is tight. Low discount rates do not make money available when there is no money. Millions are tied up in frozen securities to cover margins lost in the Wall Street crash. Stock gambling has hurt, and continues to hurt, legitimate business.



WOMAN'S WORK



AUXILIARIES SPREADING GOOD CHEER IN GLOOMY TIMES

By a WORKER'S WIFE

"EVEN if we are short of work our gang sure does have lots of fun," seems to be the general feeling in locals where a woman's auxiliary is organized and working. It hadn't occurred to us forcibly until now that one of the functions of an auxiliary would be to administer unemployment relief in the way of good cheer. It seems that the women thought of it, and they are doing it to the best of their ability.

And when you think it over, doesn't it seem apparent that the man out of a job, worried, frightened, perhaps, at the future, possibly a little distrustful of those in authority, would derive more benefit from the sort of family party the auxiliaries are sponsoring, than if he were forced to face his problems in solitude. There is a comradeship in adversity. Something in the genial atmosphere of parties we have read about, in many letters this month, seems to liberate our own troubles, so that they float away in the fragrant steam from the big five-gallon coffee pot where coffee is brewing for the whole gang.

There would not be so many wives like the one described by the scribe from Lynn, Mass. (Local No. 377), in the current issue, if there were more auxiliaries. Women in these enlightened groups are backing the union just as strongly as their husbands are, and any man who has tried to explain something to a woman which she doesn't appear to want to understand, will realize that this certainly makes for harmony at home. Don't blame the women, either, if you've ever heard a man explaining to his wife what he didn't care if she understood or not. Imagine how much easier it is for the wife to be cheerful, in time of depression and need, if she has the same confidence in the union that her man has. Auxiliaries are worth while! They are doing fine work in an unassuming way.

"We don't like to pat ourselves on the back or anything like that, but the men tell us that attendance has picked up noticeably in the local since the women have become interested," admits Mrs. L. T. Payne, the press secretary for the auxiliary of L. U. No. 108 (Tampa, Fla.). "The main point in that remark is 'organize more auxiliaries' and you will find the men will take more interest in the local and their wives will know more about union made goods and more regarding what unionism means in general. In fact, we are all enthused and hope it's catching."

Crusading Order of Day

Well, it does seem to be catching, especially in the south, where each organized group of electrical workers' wives in one town is eager to persuade, cajole and organize similar groups in all the neighboring cities. The Atlanta auxiliary to Local

ing auxiliary, organized prior to the convention, and we hope to hear from them, too. If every auxiliary would elect a press secretary and see that she wrote into the JOURNAL at least once every six months we might be surprised at the number of active women's groups there would be disclosed.

Sports Hat



Herbert Photo

Brims are to be worn again for spring. Dorothy Sebastian, featured film player, wears a smartly rolled felt hat, of the type that will be popular with the sport suit

No. 84 has been very helpful in this way. The Tampa group is very anxious for the St. Petersburg (Fla.) women to organize and it looks as though they were going to get their wish, and be able to "visit back and forth," for the report is that "the Woodchopper of St. Petersburg and a couple of his colleagues visited Local No. 108 to discuss ways and means of organizing an auxiliary." We will hope to hear from this group in the correspondence columns soon. We hear that Miami has a flourish-

Some of the parties given with the co-operation of the women during the past month must have been, if not elaborate or expensive, thoroughly enjoyable affairs. A moonlight picnic in Florida, with a weiner and marshmallow roast, was the occasion for a happy celebration by members of L. U. No. 177 women's auxiliary. The party was held at the suburban home of one of the members. Social events for workers and their families are not so frequent that the good times organized by the auxiliary will not be very welcome events. This group is holding a membership drive through the month of March.

Wisconsin to the Fore

"A regular humdinger" of a party was put on by L. U. No. 430, of Racine, Wis., with the women doing their stuff nobly. "There was dancing, decorations and dining to satisfy the most particular. (Of course the women did half the dancing, most of the decorating and prepared all the eats.) In fact, the women co-operated wonderfully," says Brother Bill Peterson, and if this means that the Racine women have no auxiliary as yet, getting acquainted this way ought to provide the incentive to organize one. Goodfellowship is too precious to be neglected. The Tampa auxiliary entertained the men folks St. Valentine's eve with a card party which was a great success.

The most touching tribute to the collective efforts of electrical workers' wives and other women relatives comes from W. C. Lindell, of L. U. No. 46, Seattle, Wash., where the group is known as the Ladies' Social Club instead of an auxiliary, which has not at all lessened the approbation with

which they are regarded by the men folks of the local. Their latest stunt was a baby clothes shower which won them the thorough gratitude of the happy recipients.

Sympathy, kindness, hospitality—where in the world can we find too much of them? That's what we mean when we say auxiliaries. We want more.

To write well is to think well, to feel well, and to render well; it is to possess at once intellect, soul, and taste.—*Buffon*.

Inexpensive Meat Dishes

By SALLY LUNN

Experienced cooks know the value of less expensive cuts of meat, and although the high priced steaks and chops are quicker and easier to prepare, the time spent on preparing the cheaper cuts of



Steps in preparing stuffed breast of lamb

neck, shoulder, breast, rump, etc., is well spent when the result is a savory, satisfying meal and a noticeable saving in the grocery bill. Heat, moisture and slow cooking will make tough meat tender, and the addition of various vegetables, such as carrots, onions, celery or tomatoes; or a well seasoned dressing, cooked with the meat, will give the desired flavor.

Roast Stuffed Breast of Lamb

Lamb is plentiful now, and comparatively cheap, so I want you to try the following fine recipe, created by the expert cooks of the Bureau of Home Economics, of the U. S. Department of Agriculture, where cookery is a science, and if you follow the recipe, illustrated by photographs, exactly, you'll be guaranteed a delicious dinner!

Select a breast of lamb, including the foreshank. Have the butcher crack the bones of the breast so that it can be carved between the ribs. Wipe the meat with a damp cloth, remove the foreshank, cut off the meat and grind it for the forcemeat stuffing. Make a pocket in the breast by cutting through the flesh close to the ribs. Sprinkle the inside of the pocket with salt and pepper, pile in the hot forcemeat stuffing lightly, and sew the edges together. Rub the outside with salt, pepper and flour. Lay the stuffed breast, ribs down, on a rack in an open roasting pan. Do not add water. Place the roast in a hot oven (480 degrees F.) and sear for 30 minutes. If there is not sufficient fat to keep the meat from drying out, baste with melted fat, or lay a strip or two of bacon on top. After searing, reduce the oven temperature rapidly to 300 degrees F. (or moderate heat) and continue the cooking in the open pan until the meat is tender. The total time required will probably be one and one-half to one and three-fourths hours. If there is more stuffing than the breast will hold, bake it in a separate dish, or use it as stuffing for onions to serve with the meat. Serve with brown gravy made from the drippings.

For baked onions, choose a large, mild-flavored variety. Cut the onions in half crosswise and simmer in lightly salted water until about half done. Lift the onions out and arrange in a baking dish. Remove the centers without disturbing the outer layers. Chop the onion centers and add to the forcemeat stuffing. Fill the onion shells with this mixture, cover, and bake in a moderate oven for about one-half hour, or until the onions are tender. Remove the cover from the baking dish during the last of the cooking so that the onions will brown well on top.

Forcemeat Stuffing

Ground lean meat from foreshank. 1 sprig parsley, cut fine.
2 cups fine dry bread crumbs. ¼ teaspoon celery seed.
2 tablespoons butter. ¼ teaspoon savory seasoning.
¼ cup chopped celery. 1 teaspoon salt.
1 tablespoon chopped onion. ½ teaspoon pepper.

Melt the butter in a skillet, add the celery and the onion, and cook for two or three minutes. Add the ground meat, and stir until the juice evaporates and meat browns slightly. Then add the bread crumbs and seasonings and stir until well mixed.



Stuffed shoulder of lamb cut into attractive slices of meat and dressing

Roast Stuffed Shoulder of Lamb

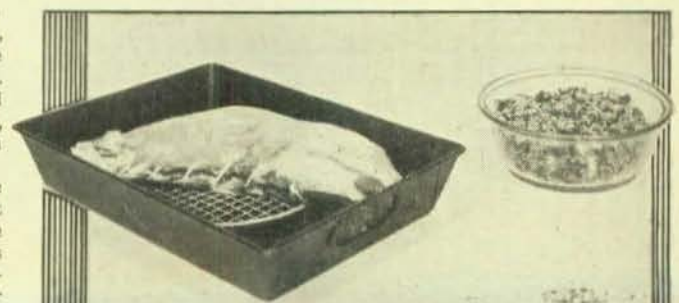
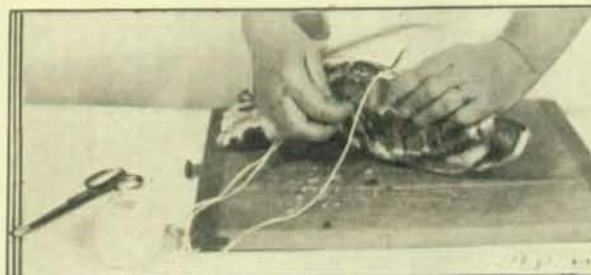
Lamb shoulder, according to the Bureau of Home Economics, may be made into just as fine a roast as the more expensive leg of lamb, if boned and stuffed. Have the butcher remove all the bones, which should be saved for making soup. The removal of the bones will leave a large pocket in the meat which is to be stuffed with the following stuffing:

Mint or Watercress Stuffing

3 cups fine dry bread crumbs. or 1½ cups finely cut watercress leaves and stems.
½ cup fresh mint leaves, 6 tablespoons butter.
3 tablespoons chopped onion. ¼ teaspoon salt.
1½ tablespoons chopped celery. ½ teaspoon pepper.

Melt one-half of the butter in a skillet and add the onion and celery. Cook for two minutes and add the mint leaves or the finely cut cress and the other seasonings. Push this mixture to one side of the skillet and in the empty part melt the remaining butter and stir in the bread crumbs. When they have absorbed the butter, mix all the ingredients together. When using watercress allow the liquid which cooks out to evaporate before the buttered bread crumbs are added.

This stuffing is piled lightly into the pocket in the meat, and the meat is sewed together into a "pillow," and cooked in an open pan in the same way as the breast of lamb illustrated, for two and one-half to three hours, or until tender. This roast may be carved straight through in (Continued on p. 254)



Photographs courtesy of Bureau of Home Economics, U. S. Dept. of Agriculture

New Policies Discussed by Executive Council

REGULAR meeting of the International Executive Council was called to order at International Headquarters, 1200 15th Street, N. W., Washington, D. C., at 9:30 a. m., March 3, 1930.

Members present: G. W. Whitford, G. C. Gadbois, F. L. Kelley, J. L. McBride, C. F. Oliver, M. J. Boyle, E. Nothnagle, M. P. Gordan, Chas. P. Ford, chairman.

Request from Edw. Nockels, manager of Radio Station WCFL, Chicago, for a conference, received. Moved and seconded that Mr. Nockels be notified that the council will grant him a hearing Wednesday morning, March 5, at 10 a. m. Carried.

Communication from Railroad Y. M. C. A. relative to the Brotherhood sending delegates to the annual conventions of the association, received. Moved and seconded that the communication be referred to the International President and International Secretary for consideration and action. Carried.

Request of Local Union No. 116, Fort Worth, Texas, for remission of two months' per capita, received. Moved and seconded that request be granted. Carried.

Following applications for pension were placed before the council, favorably acted upon and the International Secretary ordered to place applicants on the pension list:

L. U.	Name	Card No.
No.		
1	R. L. Finger	123838
I. O.	J. T. Kelly	15
134	C. F. Oakley	63800
134	George Neeb	101457
116	G. L. Tompkins	137706
43	Lewis S. Ferris	85232
134	Charles W. Handley	984
I. O.	John P. McLean	108434

Application for pension of R. Lavoie, Card No. 94536, was laid over until next session, account member lacking three months of required membership standing.

Additional information in connection with the pension application of M. J. Sullivan, of Local Union No. 151, received, and this information was considered sufficient to complete his membership record. Moved and seconded that pension be granted. Carried.

Moved and seconded that the chair appoint an audit committee. Carried. Chair appointed Members Gadbois and McBride as audit committee.

Communication from Local Union No. 18, Los Angeles, Calif., relative to a remission of per capita tax, which was submitted to the council for action by correspondence, was taken up for consideration, on account of the vote by correspondence not being complete. After consideration, moved and seconded that three months' remission of per capita be granted. Carried.

Appeal of George Webb, Jr., of Local Union No. 98, against the decision of the International President, received and considered. In addition to the documentary evidence submitted, Brother Webb appeared in person before the council. After consideration of all matter pertaining to the case it was moved and seconded, that the decision of the International President be sustained. Carried.

Petitions from 75 local unions, requesting submission of an amendment to the constitution to referendum vote, which amendment would authorize the International President to appoint and convene a special constitutional committee, received for consideration and action as provided by the constitution. In connection with this subject, the International President and the International Secretary

Minutes of March, 1930, session of International Executive Council.

tary were requested to appear before the council and outline their understanding of the petitions and the subject matter to which they related. After consideration it was moved and seconded that the International Secretary be authorized to submit the proposed amendment to referendum vote of the membership. Carried.

The International President placed before the council recommendations that the following International Representatives be retired, as provided under Section 13, Article IV of the constitution:

	Length of Service
William M. Chiles	Over 18 years
J. J. Dowling	Over 15 years
L. C. Brasser	Over 20 years
E. G. Smith	Over 20 years

Moved and seconded that the recommendations pertaining to the retirement of the above-mentioned International Representatives be approved. Carried.

The International President appeared before the council and discussed general organization matters specifically pertaining to educational plans, power industry, trade jurisdiction, political clubs, and radio industry. Moved and seconded that his plans pertaining to these subjects be endorsed by the council. Carried.

President Michael J. McDonough and Secretary William J. Spencer, of the Building Trades Department of the American Federation of Labor, appeared before the council with a memorandum adopted by the Building Trades Department pertaining to our late departed International President, James P. Noonan.

Edward Nockels appeared before the council on the matter of the situation relating to the broadcasting station, WFCL (The Voice of Labor), and explained the efforts to obtain a free wave channel and other matters in connection with the status of the station. Following his appearance, moved and seconded that the subject matter dealt with be referred to the International President and the International Secretary, with authority to act thereon in accordance with circumstances as they may develop in future. Carried.

Appeal of Local Union No. 256, Fitchburg, Mass., for remission of per capita tax, received. Moved and seconded that three months' remission be granted. Carried.

The audit committee tendered report of examination made by W. B. Whitlock of the books and accounts of the International Secretary and International Treasurer. Moved and seconded that the report be approved and filed. Carried.

International Vice President Bieretz appeared before the council and summarized the conditions that exist between the I. A. T. S. E. and the Brotherhood, in the matter of jurisdictional disputes. After consideration of the information submitted, it was moved and seconded that every effort within the limit of the Brotherhood's resources be put forth to bring about a final and definite disposition of the dispute between the two organizations. Carried.

Request received in the form of a letter from George Webb, Jr., dated March 4, 1930, wherein he requested information as to

whether or not any decision made by the council on his case would be final, in so far as the courts of the organization are concerned. Moved and seconded that the International Secretary be instructed to reply thereto, directing Brother Webb's attention to the law of the organization pertaining to the matter. Carried.

Appeal of Local Union No. 102, Paterson, N. J., from the decision of the International President on the matter of territorial jurisdiction, received. After consideration of this matter, it was moved and seconded that all former decisions pertaining to this dispute be set aside, and the following decision rendered (Carried):

"This case came up for action on the original matter of a dispute relating to territorial jurisdiction between Local Union No. 102, of Paterson, N. J., and Local Union No. 578, of Hackensack, N. J.

"The decision rendered by International President Noonan was on an appeal taken by Local Union No. 102 from a decision rendered by the International Vice President of the geographical district in which the two locals are located.

"Examination of the evidence shows two agreements upon which the entire case rests from a technical standpoint; namely, an agreement entered into on the 23d day of November, 1915, between the two local unions. This agreement provides, among other things, that it shall continue in force during the existence of Local No. 578, and provides conditions and terms under which the agreement may be altered. The other agreement covers alterations to the original, and what we term 'perpetual' agreement. Such alterations were agreed to the 7th day of September, 1916. The alterations referred to outline additional territory that Local No. 102 agreed should be recognized as coming within the jurisdiction of Local 578. There appears nothing in this agreement that, in our opinion, could be fairly construed as representing a cancellation of the original agreement previously referred to.

"It is our opinion that this point was overlooked in all prior decisions rendered; therefore, it is directed and ordered, that the provisions, terms and privileges that may affect either party involved or interested as appellants or defendants, in former decisions rendered in this case, shall be set aside. It is further ordered and directed, that the membership of Local No. 102 and Local No. 578 shall have the privilege of performing work in the territory involved in this dispute. It shall not be necessary to deposit traveling cards or obtain working permits, and all members performing work in the territory involved in the dispute shall be compensated at the rate of wage prevailing within the jurisdiction of Local No. 578.

"This decision does not attempt to establish definite boundary lines between the two local unions, but it is contemplated and provided that the past and long-established practice of free working privileges on the part of members of the two locals shall be restored and not interfered with.

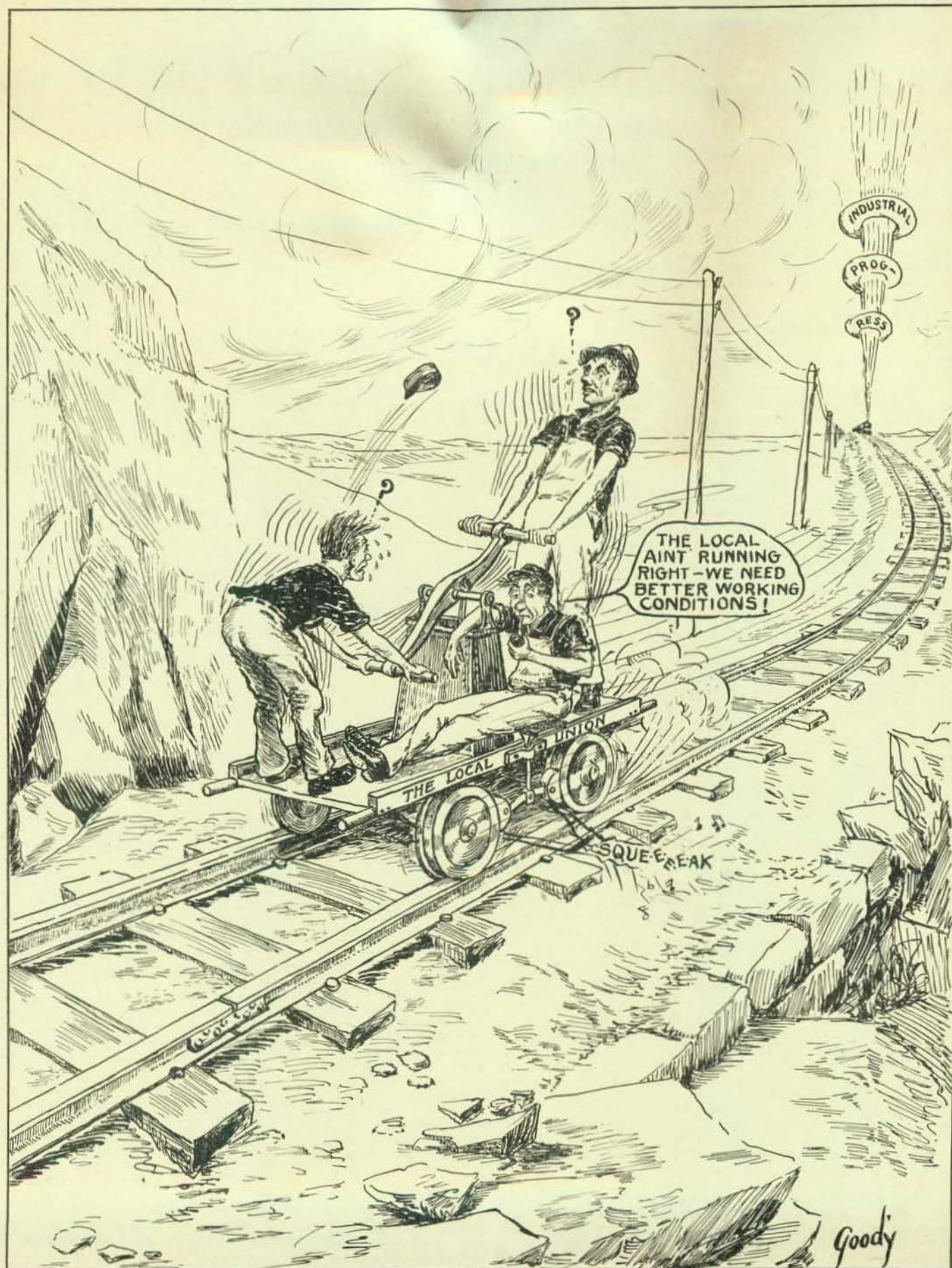
"The territory affected by this decision shall not alone include that portion of Bergen County, N. J., situated between the Erie Railroad (which we understand to be known as Bergen County Short Cut) and the Passaic River, but shall also include territory described as Garfield, Lodi and Carlton Hill.

"Both local unions are ordered and directed without delay to restore to practical operation the harmonious relations that have

(Continued on page 254)

That Guy Who Rides the Brake, and Talks!

Drawn for Electrical Workers' Journal by Harrie S. Goodwin





RADIO



RECORDED PROGRAMS AND ADVERTISING

By AUSTIN C. LESCARBOURA, Member A. I. E. E. Member I. R. E.

THE program material of the early broadcasters was largely in the form of phonograph records. Broadcasters considered this a handicap to their efforts for better reproduction at the loud-speaker—pardon me, the earphone end. The records, they argued, were not as perfect as the original performance. So, as soon as possible, broadcasters broke away from recorded programs, in favor of transmitting the program direct.

Once again, however, recorded programs are on the air. They have come back. But this time under entirely different conditions and for different reasons. Instead of the imperfect mechanical records once made for phonograph use, and most crude when compared to our present-day phonograph records, the discs used for broadcasting now are especially made for that purpose, by the most elaborate electrical means. Indeed, it is virtually impossible to distinguish between the recording and the original performance!

The need for recorded programs arose with sponsored programs, paid for by the advertiser, and the widespread use of the network in place of individual stations. The sponsors competed with each other in preparing fine programs, since he who had the finest program would have the most listeners. Little by little the cost of preparing such programs grew to tremendous figures. That such costly programs might serve the largest possible public, networks were used, by means of which the programs could reach the people of the entire country. These programs were paid from the sum set aside by the sponsoring firm for advertising. The radio programs became a part of the advertising department, and, like other matters handled by that department, were handled with a view to coverage, exclusion of unlikely territory, and the inclusion of all potential listeners. To make broadcasting most efficient it was necessary to use just such stations as served the sponsor's needs. It was also necessary to use the program which had been developed at such expense as much as possible without undue repetition for any one audience.

How Business Is Stimulated

It has been found that the recorded program meets these requirements. The radio program is prepared as formerly, and, as always, presented over the hook-up. But, whereas formerly this was the end of the program and another would have to be prepared, with the recorded method, the program had just begun to serve its usefulness. It is permanently recorded. Then the advertiser looks over his field. He may decide that sales are slow in New England. Or the southwest. Good. He will supplement his network broadcast with the recorded program. He now books time on the most favorable stations in those districts that he wants to plug, sends along the recordings of his network program, and has them transmitted as "spot" broadcasts.

Still the original program is not ready for the ashcan. Regular phonograph records

can be made of it, to be sold to the public through the regulation channels of music dealers. Many programs, Atwater Kent and Champion Sparkers are examples in the popular music field, the Edison Hour and Chase and Sanborn Choral Orchestra for serious music, are such that it would be a shame for these programs to vanish into thin air after their radio lives are ended. The public would like to hear them again. The sponsors can distribute the records with purchases of their products, as well as through direct sale.

Formerly the sponsor of a fine program dared only use the network, because the independent stations far from entertainment centers lacked the essentials for good programs—directors, writers and talent. He did not want the prestige he had so carefully and expensively built up by a fine network program, lowered by broadcasting programs inferior to the original. So he limited his radio activities to the network. Now, however, his original program can be used on any station, wherever he wants and at whatever hour is most suitable.

Programs Synchronized

Which brings us to the element of time. Due to the varying time zones throughout the country, 8 o'clock in the evening is the favored time on the radio, because the greatest number of people are at their instruments at this hour. However, 8 o'clock in New York is only 4 in the afternoon on the west coast, an hour at which almost nobody is at home to listen. So a network over a coast-to-coast hookup, broadcast at 8 in New York is almost valueless west of the Rockies. But with recorded programs, the stations in each zone can play the program at the same time in their individual zone.

Radio stations are also using recorded programs for sustained features, that is, programs which are not sponsored, but are broadcast at the expense of the station to maintain its reputation, its listening public, and as good will builders. Many independent stations far from sources of talent, have been unable to compete with the stations in the larger cities. The result has been a loss in listeners. Consequently, sponsors have fallen off. No sponsor wants to broadcast through a station that is little known, or lacks a reputation for good programs. These stations have found that by using recorded programs for sustaining features, they maintain a reputation on a par with the larger stations. And why not? These programs are identical with the larger ones—the same fine preparations, scores, talent. As a result, they get many sponsors and can raise their rates. The public, likewise, is benefited, being able to hear the best features of the country over their local stations.

How Records Are Made

At the recording end lies the responsibility for making these programs so perfect. Recorded programs of the old fashioned type could never give the faithful reproduction so

essential today. The radio end is just about perfected. Were recorded programs to mar reception, they would not be tolerated, and, because they lowered the standard of music issuing through the loud-speaker, would find no place on the air. But the demand for recorded programs has been so great that there are today firms, like Sound Studios, of New York, which specialize in the preparation of radio programs and the recording of them on special discs for radio use. The process is much more delicate than for commercial records. Firstly, the program has to be prepared to suit both the sponsored product and the musical taste of the audience that the sponsor wishes to address. Then it must be recorded. The discs are of two kinds, the regular 10 and 12 inch 78 r. p. m. and the 16-inch 33 1-3 r. p. m. The 16-inch records, turning at so slow a speed, play for 15 minutes, solving the problem of what to send over the air while the records are being changed. Government regulations insist on station announcements every 15 minutes, during which the 16-inch discs can be changed. Unlike the regulation phonograph records, the large discs play from the inside out to the rim. The reason for this is that the outer rim represents more nearly a straight line than the center. Consequently, the reproduction on the rim is slightly better, not enough to be noticeable to the average ear, any more than is the case with a phonograph. But theoretically it is better on the rim. And since one of the axioms of showmanship is to end up strong, this part of the disc is played last.

As to the process of recording, let us wander through the plant of a typical recording concern of the first water. After the program is prepared in the musical director's studio and the scoring room, artists are engaged and rehearsals begun. When the program has been perfected in performance, and perfectly timed to the split second, it is taken into one of the large studios, constructed of sound absorbing materials, and hung with draperies further to eliminate any possibility of echo or other distorting influences. The orchestra is placed to give the best results—some instruments in the foreground, some on the side, all carefully studied beforehand. Then the special condenser type microphones are strategically placed. The other end of the microphone is connected with an electrical pick-up, but only after careful amplification of the sound values. The electrically-driven cutting tool of the pickup engraves the vibrations on the wax disc which is made to revolve at a perfectly even rate on a turntable motivated by a synchronous motor, the r. p. m. determined by the frequency of the generator. In this way all acceleration, which would distort the sound, is eliminated.

The wax is then placed in a galvano or electro-plating bath for 12 hours, so as to coat the engraved side with copper. The copper shell, or "master" is then peeled off. Naturally, it is the reverse of the wax, the im-

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CONSTRUCTIVE HINTS

RESUSCITATION

1. Lay patient on his back.
2. Move tongue back and forth by seizing it with a handkerchief or the fingers, while working the arms to induce respiration.
3. Don't pour anything down patient's throat.
4. Try to cause patient to gasp by inserting the first and second fingers in the rectum and pressing them suddenly and forcibly toward the back.
5. If possible procure oxygen gas, and try to get it into the lungs during the effort at artificial respiration.
6. Get a doctor as quickly as possible.
7. Try to obtain artificial respiration. Victim of shock must be pulled out of circuit or disconnected from wires carrying the current. To do this, a stick of dry wood, a piece of dry cloth, a coat or soft felt hat may be used. Means are taken familiar to the electrical men for removing the body from danger of this kind, the best being rubber gloves.

Air in the Lungs. Patient must be made to breathe at once. Lay him on his back with a coat under his shoulders to throw out his chest. Then, lift arms over head and back again, until they press against the chest. This will force air in and out of lungs, as required. A second person ought to assist in pulling tongue forward, when arms are raised above head, and let it fall back when arms press against the chest.

Rate of Breathing. The rate of breathing produced artificially should be about 16 times a minute.

Jaws Locked. If jaws are locked by clenching of teeth, force open with a knife or spoon handle, so that tongue can be seized and moved as described.

Effect of Tongue on Teeth. By rubbing of the lower side of tongue on under row of teeth patient is apt to gasp automatically, and thus fill lungs with air. The fact that effect of this kind is possible is a good sign, and should be produced at intervals of a few seconds, if possible.

Time of Keeping Up Artificial Respiration. Operations indicated should not be discontinued for a long time. In many cases an hour or more is required before the body begins to resume natural functions, as shown by beginning of ordinary breathing.

Throat Free. Throat must be free to admit air, when lungs are inhaling, by upward movement of arms. Movement is similar to that transpiring during process of yawning and stretching arms above head. Inhalation must be made as deep as possible and operations leading to it continued with systematic care until results are visible. Filling throat with back of tongue at wrong time, will mean failure. Therefore, movement of tongue back and forth must be intelligently performed.

Paper Cone for Oxygen Gas. An inhaling cone may be made of paper, the larger end over the patient's face, and smaller end or stem attached to oxygen tank by means of rubber pipe. A little oxygen in the lungs causes strong heart action and operates to revive quickly.

Friction of the Limbs. Rubbing of body is a secondary means of hastening blood circulation. Inactivity of lungs and heart is due to temporary paralysis or shock caused by passage of current. Removal of

this condition means resuscitation, part of which process may be carried by massage of body and limbs.

First Care of Burns. After restoring respiration, burns should be attended to until a doctor comes. The bandage applied to burned surface, should be saturated with picric acid (0.5 per cent). If this is not at hand, use a solution of baking soda (one teaspoonful to a pint of water) or use a paste of flour and water, or a heavy oil, such as machine oil, linseed, caron or olive oil. Cover dressing with cotton, gauze or clean handkerchiefs, held lightly in place by a bandage. Coverings should be lightly bandaged over a dry, charred burn, but without wetting the burned region or applying oil to it. Do not open blisters.

WIRING DATA FOR THREE-PHASE MOTORS

Where two or more motors are installed on one circuit, wire used should be equivalent to that needed for running loads of all motors plus 50 per cent of running load of the largest motor on the circuit.

110 Volts

H. P. of Motor	Approx. Full Load Current Amperes	Amperes of Starting Fuses	Amperes of Amperes of Switch	B. & S. Gauge	Running Fuses	Size of Wire
1	6	15	10	30	14	14
2	12	25	20	30	12	12
3	18	35	25	30	8	8
5	30	60	40	60	6	6
7½	42	80	60	100	4	4
10	56	100	75	100	2	2
15	84	150	125	200	0	0
20	104	200	150	200	00	00
30	156	250	200	200	300,000	C. M.

220 Volts

H. P. of Motor	Approx. Full Load Current Amperes	Amperes of Starting Fuses	Amperes of Amperes of Switch	B. & S. Gauge	Running Fuses	Size of Wire
1	3	10	6	30	14	14
2	6	15	10	30	14	14
3	9	20	15	30	12	12
5	15	30	20	30	10	10
7½	21	40	30	60	8	8
10	28	60	40	60	6	6
15	42	80	60	100	4	4
20	52	100	75	100	2	2
30	78	150	125	200	0	0
40	105	200	150	200	00	00
50	133	225	175	200	000	000
75	184	300	250	400	300,000	C. M.
100	245	400	350	400	500,000	C. M.

440 Volts

H. P. of Motor	Approx. Full Load Current Amperes	Amperes of Starting Fuses	Amperes of Amperes of Switch	B. & S. Gauge	Running Fuses	Size of Wire
1	1.5	5	3	30	14	14
2	3	10	6	30	14	14
3	4.5	10	6	30	14	14
5	7.5	15	10	30	14	14
7½	10.5	25	15	30	12	12
10	14	30	20	30	10	10
15	21	40	30	60	8	8
20	28	60	40	60	6	6
30	39	80	60	100	4	4
40	52.5	100	75	100	2	2
50	66.5	125	100	100	1	1
75	92	150	125	200	00	00
100	122.5	225	175	200	000	000

150	184	300	250	400	300,000
					C. M.
200	236	400	350	400	500,000
					C. M.

ALTERNATING-CURRENT GENERATORS

Large Size

Before Starting the generator for the first time:

(1) See that the voltage on the generator name plate corresponds with the line voltage.

(2) Check all connections to the generator with the wiring diagrams.

(3) Make sure that the oil plugs are tight and that the oil wells are filled with a good grade of light mineral oil to the top of the oil fillers.

(4) If possible turn the rotor by hand to see that it rotates freely.

Before Putting Generator in Service it is desirable to operate without load long enough to determine that there is no unusual localized heating.

Starting (Generator Operating Singly).

See that all switches connecting the generator to any load are open. Cut in all of the field resistance, start the generator slowly, and bring up to speed.

Gradually cut out the field resistance until normal voltage is obtained, then gradually apply the load.

Starting (Generator Operating in Parallel).

Bring the second generator up to speed with all switches open and all field resistance in. Close the field switch and raise the voltage of the generator until its voltage equals that of the first generator and is in phase with it.

Close the line switches and adjust the speed of the second generator to make it take its share of the load.

Stopping. Throttle the prime mover and lower the field current until the ammeter and wattmeter indicate a very light load. Trip the oil circuit breaker. Stop the prime mover. Open the field switch.

Care

To insure the best operation, make systematic inspection at least once a week. Give the following points special attention:

Cleanliness. Keep both the interior and exterior of the generator free from water, oil, or dirt. Wipe the exterior and clean the interior by compressed air or a small bellows.

Bearings. Prevent excessive heating and wear of all bearings by proper lubrication, belt tension, and alignment. When bearings are unduly worn replace them.

Oil Wells. Fill the oil wells with a good quality of clean, light mineral oil to the top of the oil fillers. Fill the oil wells through the oil fillers. To avoid incorrect oil level never fill the oil wells when the generator is running. After the generator has operated the first week, draw off the oil, pour fresh oil or kerosene through the bearings to wash out all sediment. Then refill. Before replacing the drainage plugs, dip them in a mixture of red lead and shellac, then replace and tighten securely to prevent leakage. Refill the bearings at regular intervals, the frequency depending upon local conditions, such as severity or continuity of service, cleanliness, etc.

Resolutions adopted by
Local Union No. 103
International Brotherhood of Electrical Workers
 Boston, Massachusetts
 December Fourth, Nineteen Hundred Twenty Nine

Whereas, The call of the Divine Maker has taken from his loved ones, our esteemed friend and International President —

James P. Noonan

Whereas, The untimely call has cast a shadow on the happiness of a Local Union that under his leadership has progressed and prospered;—

Whereas, Local Union No. 103 is proud to eulogize his paramount qualifications both in capabilities and personality; and

Whereas, Our personified sympathy is extended to his bereaved family, our only consolation is that God Will Bless Him;—

therefore be it

Resolved, That the Officers and Members unanimously adopt and forward to his home, these resolutions:— a copy be spread on our minutes and our charter draped as a memento of our great loss. ~

<p>Approved <i>Frank J. Keller</i> <small>Attest</small></p> <p><i>Sumner E. Parker</i></p> <p><i>Frank R. Sheehan</i></p> <p><i>John J. O'egan</i></p> <p><i>Henrie S. Goodwin</i></p> <p><i>Richard Jones</i></p> <p><i>James T. Kilior</i></p> <p><i>Edward L. Carroll</i></p> <p><i>Louis H. Hanna</i></p> <p><i>William J. Ralph</i></p>	<p><small>PRESIDENT</small></p> <p><small>VIC. PRESIDENT</small></p> <p><small>RECORDING SEC.</small></p> <p><small>FINANCIAL SEC.</small></p> <p><small>PRSSA. SEC.</small></p> <p><small>TREASURER</small></p> <p><small>TRUSTEE</small></p> <p><small>TRUSTEE</small></p> <p><small>TRUSTEE</small></p> <p><small>INSPECTOR</small></p>	<p><i>James T. Morgan</i></p> <p><i>George E. Capelle</i></p> <p><i>William C. Horneman</i></p> <p><i>Frank A. Landrigan</i></p> <p style="text-align: center;"><small>Committee —</small></p> <p><i>Wm. H. Klynn</i></p> <p><i>Thomas G. Kirwin</i></p> <p><i>Charles P. Buckley</i></p> <p><i>Wm. F. Sheehan</i></p> <p><i>J. T. Penneil</i></p>	<p><small>INSPECTOR</small></p> <p><small>BUSINESS REP.</small></p> <p><small>BUSINESS REP.</small></p> <p><small>FOREMAN</small></p> <p><small>INSPECTOR</small></p>
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Sealman, Photo Station

In Memoriam



J. T. Fennell, Vice President

Born, March 11, 1875

Died, March 29, 1930

ON EVERY JOB

There's a Laugh
& Two

Popularity has its drawbacks, and this column is getting so popular that we can't get everything in, so, Brother, if you find your 20-verse poem cut down to 10, don't get irritated but turn your talents to good, original "on the Job" jokes and send them in—we never turn them down.

The Kid Was On the Job

Teacher: What does a plumber do with a stock and die?

Boy (electrician's son): Hide it when the electrician comes on the job.

—Much obliged to Tighe of L. U. No. 675.

We like the spirit of this ballad by "Mack," of L. U. No. 213. There's more to writing "pomes" than making the ends of the lines rhyme. Come again, Mack!

Old Timer

Way back in the good old days,
When meeting nights we would attend,
The old hall blue with smoke,
To see a new member get the goat—
Meetings were always packed.
Hear the gavel come down, smack!
Grievances for the B. A. to track.
Give us those old days back.

Labor day we would turn out,
Everyone down to Jack, with his gout;
Proud of our banner held high.
Shine the old badges, write I. B. E. W. on
the sky;
We had the pep those days, that's why
She was organized in eighteen-ninety-one.

Thirty-eight long years gone by,
A lot of old timers now gone.
So young fellow, don't have us ask why,
But attend those meetings, every one.
Get busy, take off that coat,
Open the old chest, get out that goat.

There is a day coming—coming fast—
When you will be an "old timer."
We have made conditions in the past,
So, young fellow, make them last.
Get down the old banner, shake out the dust,
Shine up the badges, don't let them rust.
This I. B. E. W. is a grand old order,
Make yourself and us happy before you get
older.

MACK,
A. C. MACKEY,
L. U. No. 213.

Modern Improvements

Since we have had a taste of this modern way of living:

Who would care to change from the electric light to the kerosene lamp?

Who would care to change from the automobile to the horse and buggy?

Who would care to see the girls change from the short skirts to longer ones?

Who would care to change from homebrew to the good old 4½ per cent?

I THOUGHT SO.

BILL,
Local No. 212.

The Gift of Eloquence

Anthony J. Offerle, of L. U. No. 723, sends in the story of a minor collision between a small car and a truck, and, believe it or not, it wasn't the truck's fault.

"Well," said the owner of the car, surveying the damage, "all I can say is, I'm sorry."

"Oh, is that all you can say?" politely inquired the truck driver.

"Why, yes."

"Well, then you listen to me!"

Walter Hendrick, of Local No. 7, says the Duke has been wearing the crown for the ladies long enough, and he wants to get in on it. But why for the ladies, Walt? Oh! Oh! Wait till Mrs. Duke hears that.

By the Way

I read about the Duke getting old,
And the hickory that did so well;
In last month's JOURNAL he told
The story which grey hairs spell.

You outside roughneck,
Here is a job, by heck,
So take aim before you fire;
If you're such a crack
Stall this narrowback,
And then I shall retire.

Duke, you're all right,
Don't give up the fight;
Let us both journey along to the end;
In some other place
I may see your face,
And there a poet will find a friend.

A man so gallant,
With all your talent,
Ought not to work with tools;
But I've nothing to do
Any more than you,
And a lot of other poor fools.

Even if you would drive knobs
Like some of us inside slobs,
You couldn't find a job to do;
But the dark will be light,
When you do hook up right,
That will change your cry and hue.

Leaving all jokes behind,
I'm traveling to find
A place where work is freer;
Where every Brother
Will help each other,
And pass along good cheer.

You may have grey hair,
But, Duke, you are there,
With all your poetic stuff;
I believe what they say,
"Every dog has his day";
Come on now, call my bluff!

WALTER H. HENDRICK,
Local No. 7.

Just a Weak Link

"Where you working now?"
"A. & P."
"Oh, you're one of the chain gang, eh?"

Standardized Pop-Offs

Naw, I ain't goin' t' meetin'; wot's th' use? Jus' a few run th' hull wurks anyhow.

It's in perfect condition—just been completely overhauled.

S-t-r-i-k-e t-h-r-e-e! (H-e-y, H-e-y! Wot's der madder widju?)

They're good, except for a couple o' detours.

Not so bad, but I've drank better.

Why can't you be good like your little brother?

I think we gotta "flat."

How's chances t' get th' price of a cuppa coffee offa yuh, Mister?

Henry, that blamed stove is smoking again.

How's the old world treatin' you?

For Heaven's sake. What next?

I think I'll trade 'er in in th' spring.

Ware th' 'l is my summer underwear?

I said "No." That ends it.

"Tip,"
Local No. 65.

We seem gifted with a number of lyrical linemen, and here's a verbal pyrotechnic from John F. Masterson to prove it.

When Trouble Comes

With spurs we climb aloft withal
When havoc all around us fall;
And vengeance, like a victor grown,
In wild affright has ravage strewn.

We mingle with the power and light
And battle on, in the darkness fight,
Where justling wires rave and roar
As conflicts' flashing sparks outpour.

We prowl amid the darkness there
When night broods over the vaulted air
And dare the worst of fury spurred
As valor fires our courage stirred.

We climb aloft at danger's call,
With tools strapped about us all;
Where flaming arcs unloosened broke
In riot, the dangerous lines awoke.

We break calm, too, make noises sound
When pulseless silence is all around,
And fix those mains of electricity—
That fount of power and brilliancy.

We give birth to the shining eyes,
From which the lights and spirits rise,
And make a dream of such delights,
Those miracles and dazzling sights.

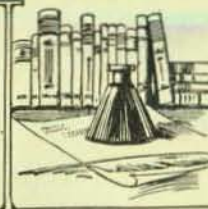
JOHN F. MASTERSON,
Local Union No. 39.

No Mystery

"I've been watching that mechanic for the last 15 minutes. There's a man who knows his business. He didn't spill a drop of oil on the ground. He put down the hood gently, fastened it securely, and left no fingerprints on it. He wiped his hand on clean waste before opening the door, spread a clean cloth over the upholstery, meshed the gears noiselessly and then drove slowly into the street."
"Yeah, that's his own car."—Skelly News.



CORRESPONDENCE



L. U. NO. 1, ST. LOUIS, MO.

Editor:

As the industries have steadily refused to adopt or even recognize the pension system, the American trade union movement has snatched up the brand, of the "old age pension plan," and the conflagration is slowly but steadily consuming opposition. Eleven of our organizations have adopted a pension system; while state after state is becoming cognizant of its advantages, and each in turn profusely disseminating its adoption. It should be handled as a federal pension system rather than one controlled by the state.

One of the most advanced countries in the world would be very much amazed to learn that it was, as far as old age protection is concerned, in the same category with two semi-barbarous countries. China, India and the United States have made no provision to care for their aged.

Workers between the ages of 40, 45 and upward are regarded as approaching the age of incompetency and more susceptible to accidents and so are steadily being dropped from the ranks of the employed. In which event the pension plan age limit should be lowered so as to include these unfortunate workmen who are gradually being pushed outside the pale.

THE CABIN BOY.

L. U. NO. 3, NEW YORK, N. Y.

Editor:

The new insurance plan for members of L. U. No. 3 goes into effect April 1. We have almost reached the end of the long wait and patient struggle. It was hoped to start the new insurance March 1, but it was concluded that it would be better business practice to accumulate funds for another month.

The insurance has been placed with the Union Cooperative Insurance Company. By the terms of the insurance agreement signed and observed by all our fair contractors, the cost will be paid for by the contractors. Twenty cents per hour in addition to the scale will be paid by every fair contractor, for each hour that each member of Local No. 3 works in greater New York.

The insurance thus provided secures \$3,000 life insurance, \$30 per month disability and \$40 per month old age or retirement insurance of which the member may avail himself when he reaches the age of 65.

The actual operation of the old age insurance, which will be paid for by the employers marks another step in the progressive march of our union. Enlightened contractors realize the need and acknowledge the industry's responsibility to care for its own. There are some bigoted and backward employers who have not seen the light, and who oppose this progress as they oppose all progress not labeled with selfish advantage to themselves alone. We are not concerned with them or their efforts to retard us and defeat our hopes. The insurance is a reality. All employers will get into line. We realize we must continue to advance, to co-operate and to strive for bet-

READ

Telephone tactics in Seattle, by L. U. No. 46.

Railroad boys in New York progress, by L. U. No. 817.

Minneapolis combats unemployment, by L. U. No. 292.

Reflections on unemployment, by L. U. No. 113.

Coming celebration in Boston, by L. U. No. 103.

Use of codes, by L. U. No. 83.

Unemployment hits Canada, too, by L. U. No. 353.

Workers Education in Ontario, by L. U. No. 773.

Fiction but painfully near the truth, by L. U. No. 377.

About pensions, by L. U. No. 212.

Local Union No. 3 meets unemployment; they support proposed changes in Constitution.

Faults of "Series" thinking, and machine production, by L. U. No. 125.

These and others made the grade in high gear, and without a murmur of complaint.

ter conditions, better understanding, a fuller measure of justice. We shall carry on.

Our members have felt the pinch of unemployment in common with other workers throughout the country. During such an unusual depression, conditions in many instances are distressing. Our case is not nearly as difficult as it would have been had old practices prevailed. We made our own lot much easier to bear. Our case is conspicuous in comparison with other trades in our locality. Due to the reorganization of our local by President Broach, while vice president, the efficient conduct of our affairs, the provision for the future, while work was plentiful; the repeated warning of Brother Broach that this depression was coming; we made our lot as bearable as the present economic situation permits.

We have had many more men out of work than we would like to have. About one-eighth of our membership have been without jobs during this depression. Against this condition may be cited a typical example of a Long Island local in another trade. Of 900 members in that local 700 have been out of work.

At the suggestion of President Broach, a recreation room was provided for our men. These quarters are intended for the convenience particularly of the unemployed. The rooms are light and comfortable, with

chairs and tables where the men may visit and improve themselves. The first considerations were to keep them off the streets, and to prevent their hanging about the doors of the headquarters. Such a spectacle was humiliating to the men and detrimental to the union.

In the recreation rooms, a radio provides music and news. A library of good books, varied enough to meet the tastes of all, has been installed and is being used. There are technical and non-technical books; fiction, history, biography, science, travel and adventure. And the best books are being read. Checker and chess tables are available for all who wish to play. A check room for the storing of kits of tools is another convenience. A reading room where quiet is observed, was partitioned off from the main room. Another partition provides a class room where an instructor holds continual court, teaching, explaining, demonstrating various phases of the technical side of the industry. This enables the men to learn new practices, improve their leisure hours and to bolster themselves in phases of their work in which they are weak.

So that justice and fairness prevail at all times, all jobs are given out at the recreation room. There is no pussyfooting or sculduggery. All our cards are on the table. President Broach, who has given much thought and study to the unemployment question and the distribution of work, insisted that the confidence of the men must be maintained at all times—

"They must believe in their executives. They are reasonable beings and will understand the situation if they know the facts. Let's be fair and above board and keep all the cards on the table."

—Those were his instructions.

Some days there are no jobs to offer, but conditions are improving. The men are optimistic. They know that much of the good old prosperity apple-sauce is being dished up by politicians in the usual portions but they are not so concerned with chatter of politicians as they used to be.

All signs point to an active building year. Our men realize that they can help to solve their own problems. Our organization is attempting to build for the future on sound business principles, relying on the co-operation and class of our membership to get results. We are looking to the able, intelligent leadership of President Broach for guidance. We are confident that this leadership will show us the way if we all do our part in the following.

We, in L. U. No. 3, have the happy experience of example to cement our loyalty to Broach. We know the possibilities of which he is capable because we have seen the results. When old timers contrast present conditions in Local No. 3, with the misdirected, milling, effort of the past, the change seems unbelievable.

Our short, snappy, orderly, well-managed, bi-monthly meetings now bring out a full house of loyal members, who are interested in the local and themselves. They come because they know they will hear the business of their organization transacted in a business-

like way. They will never return to the antiquated, tiresome, inefficient, rag-chewing tournaments of the old days. Results tell the tale here as elsewhere. Our large, well-ordered gatherings twice a month, make us blush for the old weekly farces that we thought were meetings.

We are eager to subscribe 100 per cent to the proposed revision of the constitution suggested by President Broach. We are confident that it should be revised to meet present day needs and modern business methods.

We have seen the results of efficient management. We are experiencing the benefits of Broach's talents and efforts dedicated to the task of improving our local. We have seen the results. The wisdom of his leadership has been demonstrated times without number. We have been witness to the blessings of efficiency and Broach's modern methods so many times and in so many ways, that we are convinced. We have faith in him and his principles because we have had a demonstration that will always remain as a conspicuous example in union progress.

We are for the revised constitution because we know it is necessary to the new, enlightened, advanced policy of this organization. We quit traveling by high wheel bicycles years ago. We know that many Brothers and many locals will hesitate to subscribe to this big step forward. Many will be suspicious and skeptical and their suspicions and doubts will be honest ones. Good union men will wonder if the proposed change may not be dangerous. The plan is a sound one. This improvement in our basic law is necessary in order that we may keep step with the times.

We understand the misgivings of many of these honest, loyal Brothers. We entertained some such thoughts ourselves on occasions when we did not understand. But, Brothers, we understand now and we have faith. We believe in our president, his ability and

his vision. He will lead this union to undreamed of heights nationally as he has done locally in the case of L. U. No. 3.

He merits your co-operation. You owe it to yourselves to help yourselves. We are at the dawn of a brighter industrial day. Our craft and our industry is the favored one of all the crafts. New fields open to us and our work every day. We have not scratched the surface of our possibilities. Our opportunities are limitless.

No one can visualize the extent to which intelligent leadership will take us. We have the leadership, but we must all do our part. Surely the future never looked more promising.

G. W. WHITFORD.

L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

We haven't a great deal to report at this writing, but in a tabulation, the following items stand forth:

I. Employment conditions are none too good at present, what with industrial depression and the usual seasonal migration of "atmosphere" seekers.

II. Despite the above, Local No. 18 is still forging steadily ahead in its work of organizing the electrical workers.

III. A number of our members, drawn principally from power plants 1, 2 and 3 of the Los Angeles Department of Water and Power, have been meeting as a sub-local at Saugus. Saugus is 40 miles from the metropolitan district and many of our boys are stationed farther out than that. At their last meeting they had an attendance of 32 and a great deal of enthusiasm was manifested. This incipient organization fills a long felt need, not only in an economic, but also in a social way. The immense amount of territory covered by our organization is only one of the many things that we of Local

No. 18 have to contend with.

IV. Brother Bosco Knott, of L. U. No. 9, was in Los Angeles recently and honored our office with a visit, during the course of which he gave the executive board a few ideas from Chicago.

V. The radio program broadcasted by Locals No. 84 and No. 613, of Atlanta, Ga., was heard and appreciated by several of our members. We all join in congratulations to the two locals on their excellent program and express the hope that we may hear them often.

That being all for the present we will now sign off.

"SKORGY."

L. U. NO. 46, SEATTLE, WASH.

Editor:

Ho! Hum! Wot a night; rain and how she do come down. Anyway it can't keep up forever, so that must be one reason why it's coming down. Oh! Oh! We'll let the rain drop right now—here's Amos and Andy.

(Fifteen minutes later.) Amos just received a letter from Ruby Taylor and Andy is regusted, as usual; sho, sho! Those boys surely are organized and as long as they stay so they will continue to go over big; but just let them split up and where would they get? Kinda looks like there is a lesson in organization to be found in their teamwork.

A few meeting nights back, Brother Bill Grace requested the recording secretary to read "A Statement from the President," by International President H. H. Broach. Let me say this for the membership of L. U. No. 46: From paragraph 1 to 17, including the conclusion, we have had the best introduction to Brother Broach one could possibly ask for. If every local union affiliated with the I. B. E. W. would tear up their existing by-laws and in place substitute Brother Broach's



Courtesy Fred Hess, Foreman, E. J. Electric Co.

A GROUP OF LOCAL UNION NO. 3 BOYS WHO INSTALLED COMPLETE SOUND EQUIPMENT AT THE STUDIOS OF PARAMOUNT FAMOUS LASKY CORPORATION, ASTORIA, L. I.

First row front, left to right: H. Steck, H. Getzler, T. Reid, J. Amato, D. Byrne, J. Pirtle and D. Lathe. Second row: A. Gorman, C. Dempsey and J. Kerr. Third row: W. Dietz, E. C. Snider, superintendent of construction, Paramount Studio; C. M. Norberg, supervising engineer, E. R. P. I.; F. Hess, foreman; H. Zwickler, F. Hansen, M. McDermott, L. Warner, H. Johnson, G. E. Stewart, chief recording engineer, Paramount Studio; E. Nothnagle and J. Teevan. Fourth row: W. O'Keefe, J. Manley, W. Greig, F. Melnsen, F. Vogel, F. Mostes and F. Conklin.

statements they would find every question answered therein and to the point. While this, of course, would be out of the question, the by-laws committees of all local unions would do well to incorporate the president's statements in their by-laws.

Brother Broach, we admire you for your stand and your ideals, and pray that you will enjoy the good health necessary to carry your program to a successful conclusion.

Next Tuesday, we of L. U. No. 46, are to be favored by the presence of a representative of dear old Mother Bell. Said representative will tell us why we should vote for the telephone franchise. You see, the telephone company has been doing business in Seattle for some years now without a franchise and getting along nicely, thank you, when lo! just as the national telephone inquiry gets under way they decide they really do need a franchise and, with our city election just around the corner, what a nice time to slip it over on us poor unsuspecting whatumacallits. When it comes to ballyhoo, the prize fight promoters are mere pikers compared to Mother Bell. Any time the old girl decides to do business with the membership of the I. B. E. W. as a whole, then and only then will we listen to her soft spoken words.

And now comes Brother R. J. Morrow, of L. U. No. 200, Anaconda, Mont., with the brilliant idea of a \$2,000 salary cut for the I. O. officers. Supposing they agreed to said cut, how would that help the man on the street, I ask you? We've all had the hard luck to be out of work. I know, for I had some of it myself not long ago and it's just too bad when the bills keep coming in, work or no work. The man who throws up his hands and sheds large crocodile tears is licked to begin with. All he sees is the dark clouds when he knows darn well the sun is shining on the other side. Listen, Brother, pull down the shade on yesterday; your name is Morrow. If every union man would do a fair day's work for a fair day's pay, no raw-hiding and a good clean job that he knows will stand up, we would have that almost mythical thing called conditions. Don't blame conditions on the boss; he's human and ready to take advantage of our weaknesses. Animals walk on all fours, we're supposed to stand on our hind legs, so don't go around on all fours as it invites the boss to give you the boot that much easier.

Pick-ups of the day: George Parks and myself out of smoking tobacco, but luckily not on the same day. Bob Simpson and Frank Beaudry in the ditch—you tell 'em in French, Frank. Eddie Hoff wondering what the date is. Bill Rakestraw folding up his overalls so they will look pressed next morning. Glen Stoops giving R. J. Morrow, of L. U. No. 200, heck. Bill Gaunt with a peach of a cold. Stewart going to the storeroom for lugs and gasoline. Rogers discussing stump pulling. And Louie Bertach still looking for a pup with a pink nose.

"Dollars to doughnuts"—haven't got the dollars so will eat the doughnuts and let it go at that.

"LINDY" (W. C. LINDELL).

Editor:

The city election is over and while those candidates for the city council labor favored were not elected, there, nevertheless, was new blood injected by the election of three new councilmen, which should be beneficial to all concerned, if they all roll up their sleeves and dig in and accomplish some good for the city. Mayor Edwards was re-elected by a large majority. The proposed city light building for Third Avenue went over big, as did the bridges for West Seattle and Fremont. The telephone franchise which was also on the ballot was

a flop, so Mother Bell will have to do business a while longer without a franchise. If organized labor had spent as much time and money on candidates favorable to it as Mother Bell did on that phone franchise it would have won hands down. They say the best man wins—maybe so. I know it did in the fight game up till the time Mr. (?) Eugene Tunney and Jack Dempsey elected to put on their ballot of the gloves.

Here's one on sunny California. The Seattle ball team went south a short time ago for their spring training and on account of the wetness (heavenly, not bottled) they haven't been doing much training—should have taken their bathing suits and row boats. Ha! Ha! Seattle right now is enjoying California's much bragged about sunny weather.

Speaking of showers reminds me, the women of the Social Club showered the dear wife the other day and when she came home she looked like Mrs. Santa Claus. She spent the evening showing all the pretty things she got, so we want to thank each and every one of them, especially Mrs. Harroun. The youngster can stand up in everything else but will have to sit down on that one.

Did someone ask, how is work? Well, not so hot right now. Things haven't commenced to open up as yet. We hope for a good summer and fall. If the summer is good we usually fall and fall hard so take it or leave it. It sure is a job to make both ends meet if you are a vegetarian—if not, it's easy enough with oxtail soup and beef tongue.

Pick-ups-of the day: Bill Bowen eating cough drops and talking new car. Neal Day reeling lead covered cable. Bill Rakestraw's daughter busting his watch. The two Jakes dynamiting down the road hand in hand. Glen Nelson with the smile that won't come off. And Ed. Burroughs or Burro, which? He! Haw!

Won't be down to meeting tonight; going down to a feed at the chamber of commerce, where we will hear an illustrated talk on Shuffelton power plant of Renton, Wash., by W. K. Sanders, mechanical engineer for Stone and Webster. If I don't get something to eat there I'm coming home and raid the pantry afterwards.

"LINDY."

P. S.—Just got the March JOURNAL and, lo and behold! no letter. How come? I have always sent the letters by air mail, but from now on I refuse to take a chance on air mail anymore.

L. U. NO. 80, NORFOLK, VA.

Editor:

Just a few words to hold my place in line. The much talked of great wave of prosperity hasn't hit here yet.

I don't know of any of the boys having been evicted for non-payment of rent, but some of them are afraid to answer the doorbell. The W. T. Grant job employed a few while it lasted, but that is finished now. There are several jobs about to start in the near future, but we don't know just who the successful bidders will be. Time will tell, and let's hope it will tell us good news.

One of our old Brothers (Johnson) attended the last meeting and he hadn't been present for so long a time that he had to be introduced to the crowd.

We held our raffle, and again the winner of a month's dues lost by not being present. Great game. Nobody has won yet. When the winner does happen to be present, I'll bet a plugged nickel that he will be paid in advance, instead of it being some unfortunate who is about two months behind. Aint I a pessimist?

That little cartoon of mine, "Forward

America," which appeared in the March JOURNAL, made a hit with a friend of mine who is advertising solicitor for a local paper, known as the "Daily Record." He wants to know if the JOURNAL will let him have the cut so he can print it on the front page of his paper. If so, his address is: Mr. N. B. Bacon, P. O. Box 1123, Norfolk, Va. He is making a strong effort to have the publisher use the union printer's label. Hope he will succeed. Am enclosing a copy of it.

Guess I'll "blow out the gas" now.

Good night,

AL. G. SPALDING.

[Editor's Note: Cut gladly sent.]

L. U. NO. 83, LOS ANGELES, CALIF.

Electrical Ordinances By the Acre Editor:

Laws covering the installation of current consuming devices are governed by geographical locations.

The standardization of electrical ordinances throughout the entire country by state adoption is one of the most important factors in executing electrical contracts to the satisfaction of all parties concerned. Most every "narrowback" who has done any "booming" at all can immediately appreciate what a nation-wide standard electrical ordinance would mean in the way of benefiting the wiremen, the contractor and the consumer. It is a well known fact that municipalities bordering on one another will have a radically different electrical code, some of which is good and some not so good. The most aggravating of all cases is the small town "jayhawk" fire chief who can think of more comical notions regarding electrical construction than can be found outside of a lunatic asylum.

The state of California has an electrical code that is compiled by all parties interested in the electrical field, but the state government conveniently forgot to provide necessary law enforcement agents to enforce the law; consequently remote parts of the state, particularly mines and quarries, are hopelessly neglected. Then again, these laws cover only work done in a factory, public building, or a dwelling of over four families.

Electrical installations in dwellings where there is no municipal inspection naturally "go to pot." The state is so naive as to depend upon the honesty and integrity of all the electrical contractors in the state of California.

Local No. 83 has for some time realized the necessity of county inspection. We believe that this is the first stepping stone towards an honest and sincere state inspection covering all electrical installations.

We look forward to having the necessary legislation enacted to head up the county electrical code and to provide a means of employing an adequate inspection department to enforce the code.

It is a popular idea throughout most of the locals in our state, and we believe it is the beginning of a state electrical inspection department.

J. E. (FLEA) MACDONALD.

L. U. NO. 98, PHILADELPHIA, PA.

Editor:

It was with a great deal of satisfaction that we read in the last issue of the WORKER of an attempt to revise our constitution and to bring it up-to-date to comply with and conform to present day needs.

This was brought very forcibly to our attention in our recent court case, occasioned by the attempt to enforce the Anderson injunction mentioned in our letter to the WORKER of February, when both by-laws and constitutions of the various trades were

called for by the prosecuting attorney in an attempt to disprove our contentions, and sad to relate, they were so contradictory that the court, had he been so minded, could have ruled that our actions had not been guided by our laws.

As a result of the court's criticisms, our attorney asked for and was granted the privilege of addressing the building trades at which time he went into details in advising each trade to revise its by-laws and submit them to him for observation and proper legal phrasing and elimination of contradictory sections. This, of course, could not be done with our constitution, but it can easily be seen that a complete revision of our constitution could be engineered in this same manner. The co-operation of the Brotherhood should be with the locals requesting this change and with our International President in his desire for progress.

Perhaps at this time it would not be out of place to mention how fortunate the Brotherhood is in having a man of H. H. Broach's calibre to fill the office made vacant by the unfortunate and untimely death of our late International President, Jim Noonan.

A glance at President Broach's record will plainly show accomplishments of a wonderful nature, not only in the ranks of our organization, but in the industry, where he has brought the electrical trade out of the haphazard, cut-throat, gyp, and gang control stage into a legitimate business and exposing to the country the false idea that industry and labor must necessarily be constantly at war with each other.

We of Local Union No. 98 are rapidly waking up to the fact that the tactics noted above are the methods to pursue, if we ever hope to rise from scratch, where we have, unfortunately, stayed while all about us sister locals have been going steadily on.

We are perhaps a little enthusiastic about our accomplishments of the past few months, and especially so, when we consider that without the co-operation of the entire local results could not have been attained. This confidence of the membership in their officers cannot but bring results for which we are striving, and is in direct contrast to purely selfish aims of those constantly striving to set up discord and quarreling amongst the membership.

Our apprentice school, on which a good deal of thought and work have been centered, will start this Saturday, March 1.

Every apprentice is compelled to attend these classes, which will consist of four hours each Saturday morning, in one of our public high schools.

The board of education has co-operated with us in a wonderful way in conducting these classes, giving the boys the advantage of attending a fully equipped laboratory and efficient instructors, including several who have been instructors in the public school system for several years and who are members of L. U. No. 98.

This instruction is not to be confined to electrical subjects but will embrace academics to a certain extent.

Local No. 98 is indeed fortunate in having made the arrangements with the board of education and Brothers Jack Currinder and Joe Rowan are to be commended for their efforts in bringing this about, and their connection with the board is an asset.

We have been having, together with most locals, a large number of our membership idle, but the outlook is now becoming a little brighter, and while there has not been a great number to return to work, there has been some and with some of the jobs opening up we look for very good results in the near future.

FRED DEXTER.

L. U. NO. 103, BOSTON, MASS.

Editor:

The year of 1930 marks the 300th anniversary of the founding of Boston, Mass. If you remember your history, the Pilgrims landed at Plymouth, Mass., and after a short stay there—well never mind being exact—anyway, some of those Pilgrims, 'tis said, jumped into their Fords and hurried north about 50 miles. Well, the gadget they used on those machines was only guaranteed to get 57 miles on a gallon, and each man, 'tis said, was only allowed one gallon—so that's the answer.

In 1630 Boston was started, and I have been told, all of those men became electrical workers after Benny Franklin pulled his famous key trick. I think there must be some truth in the above statement, because I have been told by many a wire jerker that his ancestors came over in the Mayflower—gee, what a boat that must have been!

Well, this year Ye Ole Boston will have its tercentenary celebration. No definite plans have been announced by the extra large committee headed by the live wire, Mayor James M. Curley, but there will be a lot going on here and Local No. 103 is in hopes of getting a little work out of it.

In October, the American Federation of Labor will hold its annual convention here. We understand our mayor has agreed to have the city donate the sum of \$7,500 to go towards entertaining the visiting delegates. Committees of the central labor unions of adjacent cities have appointed committees to go into the matter of looking after the interest of those who will attend. It is very likely at this convention a permanent committee will be set up of national officers to adjust all present and future questions of jurisdiction that arise in the building industry. President Frank L.

Kelley states that the consensus of opinion of our officers is that a national set-up is the solution of this problem. If local boards were set up to settle jurisdiction, it would tend to distort the trade lines of many international unions. The decisions of one community at times would be directly opposite of one rendered in some other locality. This would lead eventually to a cross up and matters would become more complicated.

Unemployment and prohibition appear to be the topic of discussion of many of us ordinary humans. Well, we will leave the second to be discussed at some other time. Unemployment which now prevails throughout the country has hit us, up here in the extreme northeast corner, about as hard as in other localities. During the past few months I venture to state we have had about 300 of our members without jobs or working only a few days a week. Business Agent George E. Capelle informs me that this same ratio pertains to other building trades in Greater Boston. He also states that from the statistics compiled by those whose duty it is to get the facts, in this city during the month of January, 33 per cent of the union building trades mechanics were unemployed, and for February it increased to 37 per cent. In dull periods in past years the percentage of unemployment never exceeded 25 per cent. We also understand the percentage of unemployed union building tradesmen in many organized cities about the size of Boston, the percentage at this time is as high as 51 per cent. That shows the conditions here could be worse.

The cause of unemployment throughout the country cannot be laid at the door of organized labor, or upon the officers, international or local. It is well known that our

Huddell on Broach

A. M. Huddell, President of International Steam Engineers' organization, has this to say of President Broach in the March number of the official Journal.

UP-TO-DATE POLICIES FOR INTERNATIONAL UNIONS

"President H. H. Broach, who was chosen president of the International Brotherhood of Electrical Workers upon the death of James Noonan, has published what he stands for as an administrative officer of an International Union and points out what he thinks should be corrected and what he thinks should be eliminated.

"Some of the high points in his message I wish to call to your attention. He does not seek the applause of the mob; discipline and teamwork stand out in his article. He believes that results count and is strong for efficiency and business methods to be applied in the unions. He believes that you should get high dues and the firm belief that you get what you pay for; also educating members to be mechanics and proper teaching for apprentices and co-operation with employers to bring about better results for the industry. Drunkenness and laziness are not to be tolerated.

"As president of our International Union, after reading the 19 points in President Broach's message upon his acceptance of the office of International President, I feel admiration for a man who upon assuming the office of General President of a labor union will frankly state his position as to what he believes is wrong with the union; the things that he stands for and the things that he will not stand for; and at the end of his article he states that he will give the best that is in him to the office, with proper regard for his health, and if the rank and file are not satisfied with that they had better secure another man for the position.

"The old order of things in the labor movement has passed, and a new era is dawning and the sign of the times is the brilliant message of President Broach to his membership. It has made such an impression upon me as to the proper attitude of an International Officer toward the rank and file of his union that I feel the membership of our International Union should become familiar with this message. I am having it published in our International Journal so that the members will read an article that, in my estimation, is a gem. The principles enunciated I thoroughly believe in and have tried to put many of them into effect in our own International Union. Following are the 19 points, which I recommend to you."

Brotherhood is far ahead of many other internationals.

We in L. U. No. 103 are very well satisfied at the service rendered by our officers in looking after the needs of its members and in protecting from encroachment upon our trade by pirating assemblies in our midst. Our district is well policed and we have a very well organized community for the wire jerker. Those who think differently than this should look at other localities. What we want now above all things is work and we are just the same as anybody else in this respect—a man is happy when he is hard at work.

GOODY.

L. U. NO. 105, HAMILTON, ONT., CAN.

Editor:

Following a short business session, members of L. U. No. 105 held a social and smoker at which the officers and members of L. U. No. 138 were invited as guests. Brother Charles Osier, past president, was master of ceremonies. Under the careful management of Brothers Arnold, Horne and Marsh, the evening's affair went over big, everything orderly and systematic. Attention was given to those who kindly entertained and the social evening turned out to be the best we have ever held. (We now have a permanent entertainment committee.) Only the regularly attending Brothers were there, as it was decided not to notify those who only come for fun. The most popular men of the evening were Brothers Horne and Marsh, official tasters and tap drivers, and Brother Arnold, head waiter. We had songs and more songs by Red McNeill, Brother King, Brother Hall and Brother Namara—he having the nerve to sing twice. It's the first time I've seen anybody under the influence of Coca Cola sing like he did. Fred Jarret, superintendent of Culley Electric, kindly gave us the evening on the piano; Wilbert A. Walker, from the same firm, got in somehow—we kept careful watch on the door but he had a friend on the inside and gained admission in some way or another. Outside of that incident, the evening was perfect.

We were pleased to welcome back to Hamilton Brother A. Makley, one of the old brigade. He came from L. U. No. 210, Atlantic City. During intermission (and far into the night) refreshments were served and cigars distributed. Brief talks were given by City Controller S. Lawrence, Alderman Aitchison and Alderman Mitchell.

Brother Randall would like to have given a talk on the length of working hours between drinks and Brother David Armstrong a talk on the Mackenzie King government (this would have been forceful), but as the hour was late and the Coca Cola was low (very low), the boys decided it would be more comfortable to go home and sleep and so bunch by bunch the merry hearts went home to roost until the sun got a little higher and so we close now until next month.

THOS. H. READ.

L. U. NO. 108, TAMPA, FLA.

Editor:

L. U. No. 108 is growing slowly but surely. In the 25 years or more of our existence, we have sometimes been down, but never out. Contractors have come and gone, others will come and more will go, but, like the river, we go on forever.

Why have we been able to hold out so long? We have an overhead, just as does the contractor, not so much perhaps, but if we did not pay we would go bankrupt the same as the contractor. We are trying to help our fellow workmen build up the elec-

trical business for the contractor and ourselves. We try to do each job better than the last and to profit by our mistakes. Always we are striving to do better; that is why we have never been counted out.

We are in business the same as our employer. We have to sell our labor. We advertise it as the best and guarantee it as such. The contractor who buys our labor is the contractor we boost. We can't be expected to boost the non-union contractor anymore than one jobber would boost a retailer selling another jobber's products.

L. U. No. 108 has had plenty of hard knocks in its time. Now we are gaining ground and we need to do some advertising for our friendly contractors such as L. U. No. 284 is doing. These contractors who are employing our members are doing most of the work that is here at this time. If they can help the bulk of the business through hard times they will get it easily enough in good times.

We are ending a membership drive the first of May. To use Brother Broach's words, we have been begging, coaxing and pleading for new members a long time. We have given non-union electricians in this city a better chance to get into the International Brotherhood of Electrical Workers than any other place we know. After May 1, we are going to concentrate on getting business for our fair contractors and anyone wishing to become a member of our local will have to knock on the door and plenty loud, too.

R. J. HAMILTON.

L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

We see much extent today in the front pages of our dailies covering the army of unemployed, and the army of reds who are endeavoring to call public attention to the hunger of the masses by the promotion of open demonstrations in cities over the world. We are not reds by any means. We are workers banded together to function as one Brother to lift these scars off the workers existence and mitigate as far as possible the hardship of all men by example and precept, and so lead men by lives devoted to principle and co-operation.

Yet it seems the reds have called attention to this terrible canker on the industrial body of our nation and have caused the Senate or at least a few to arise to some idea of relief for the many who are hungry and ill protected from the ravages of want, which is in itself very commendable from a relief standpoint. Let us be charitable to the extent of justice at least. We hope some act will be prepared or enacted in Congress whereby wives and children will be sustained in this great nation—whose prosperity is boomed around the world.

We look deeper and say, the machine and inventive devices tending to cheapen production by automatic operation are the principle behind this army of unemployed, and so we are confronted with an ever-growing menace, as our population increases—which it does annually. As machinery becomes more complicated, more efficient in production, fewer workers are necessary to man these machines, production increases because of the improvement of industrial equipment, and the masses need more, because of the greater population. Yet the army becomes greater in numbers and the jobs are fewer, so the situation eventually will become acute.

To me it seems this machine age is here for more than a personal definite reason, that of fattening the returns on investments in industry. Especially is it here to

produce, cheaply and quickly, the needs of us all. It is here that fewer hours will become the day's toil. It is here that we will have more leisure to devote our minds to pursuits along the educational, recreational and spiritual lines.

It really was not intended that a few should enjoy the fruits of automatic production by the millions accumulated from its operation through ownership. We see the increase of millionaires and likewise of paupers—hence the unemployment.

We are looking at this reality, not through the spirit of hatred as reds but as sane, sensible workers and we see a wrong system of ownership and unfair distribution of the products of the machines.

We need more machines, more automatic in their operation, and they are coming. The age of iron has not been completed. This being the iron age, money should consist of the same metal, but, and it might be more plentiful.

But we do not need doles, as in England; nor do we need subsidies from government, as big businesses; but the benefits of this automatic age is all. With this extremely complicated industry our hours should be four hours per day, and later less, all sharing in the production of necessities. No profits except to the worker. Some say this is socialism. No, dear Brothers, it is brotherhood. This is why the machine; this is neither millionaires nor paupers; this is the one big family; this is the ultimate of labor's idea—the one for all and the all for one.

How can we have our ambitions realized, when such a large portion of the workers are hungry, starving and miserable, simply because a few own the production of commodities upon which life depends, and still fewer shall be the owners, because merging and more merging is permissible.

Often I feel like inventing some device that will cheapen, and more efficiently produce than formerly, and knowingly feel that it will go into the ownership of unscrupulous individuals which is really criminal, because it destroys jobs and increases dividends. But to produce machines for safety, happiness and amusement of all is so desirable. To rebel against progress under the present ownership of industry is truly essential to the change that will surely come, for it is said we shall build and inhabit, not build and another inhabit; shall plant and eat the fruit; not plant and another eat thereof—and we see the need of that time now.

All hail the day when the ideas of the workers, united fraternally, economically and spiritually, will be the utmost laws of the earth. Long have we suffered to produce the wealth of earth, and few have claimed the spoils. How long, oh, how long will the road be when the eternal sun of hope will ascend upon the horizon and cheer the day of freedom for all.

We are our Brothers' keepers, and as we struggle for race progress, there are drones who continually cumber the hive and feed upon the riches gathered for our sustenance and toil not, neither do they spin, but do adorn their bodies and stomachs with the fats and leave little of value for here or hereafter.

The unemployed is a pitiful picture on the face of so abundant a supply as nature provides and some stand in the trough and forbid the rest to enjoy. Keep in mind the ever great struggle—all for one and one for all. That is inscribed upon our silver dollars—"E pluribus unum."

W. A. LOBBEY.

L. U. NO. 117, ELGIN, ILL.

Editor:

Having been appointed at our regular meeting of February 15, 1930, as press secretary, I know the WORKER will be surprised to hear from Local No. 117, Elgin, Ill.

But these are the words "Big Ben" Benson used when he appointed me press secretary: "If you don't get a few words in the WORKER it will be just too bad for you."

These are the orders he gave to all his committee: "Act or you are through, and I don't mean maybe."

"Big Ben" Benson, you shall know, is our new president; Brother L. Bowman, vice president; Brother Frank Schumacher, financial secretary; Brother R. W. Pinkerton, recording secretary; Brother G. W. Hilton, treasurer; Brother J. Collins, business agent.

Executive board, B. Benson, P. Gould, B. Kerr, F. Schumacher, R. Walsh; inspector, F. E. Nohl; foreman, D. McCarthy; press secretary, F. E. Nohl. Examining board: F. E. Nohl, P. Gould, J. Collins, F. Schumacher and R. W. Pinkerton.

After the officers were duly installed we adjourned to the Elgin "Turners" dining hall, where our committee consisting of D. McCarthy, better known as "Red," R. Walsh, better known as "Mickey," last but not least H. P. Ackerman, known as "Dutch," had a very good feed and refreshments waiting for us—thanks to the committee.

Work in Elgin is very slow; we have six men on the waiting list most of the time. We hope when "old sol" shines on both sides of the fence work will pick up. We are very glad to know that Brother B. E. Wood landed the electrical work on our new airport. More power to you, Woodie. Woodie, you shall know, is our bachelor contractor, but we think he is contemplating marriage. Let us know, Woodie.

The sheiks of our local, Brothers Young, Frederickson and Kiltz favored us with the latest song hits at our banquet.

At this writing Brother A. B. Adams is home nursing a very sore foot.

Sympathy from the local is extended to our treasurer, G. W. Hilton, in the loss of his brother, who passed away February 20.

F. E. NOHL.

L. U. NO. 125, PORTLAND, OREG.

Editor:

Signs of spring are multiplying hereabouts, and among them is noted the annual uneasiness of the electrical worker. Traveling cards deposited lately indicate that the birds who flew south for the winter are again winging northward, and those of us who winter under the conifers are preening our feathers in anticipation of the yearly wage negotiations. The sentiment is very strong this year for a dollar a day raise and the five-day week. If any progress is made in this direction we will report upon it next month.

During the past month we have made some special effort along organizing lines, and have secured in the neighborhood of 50 new members, mostly from among the Northwestern Electric Company employees. This is very encouraging, as it gives us a large majority of the men on the job now, and we are hoping for something more definite from that quarter soon.

Work hasn't picked up greatly yet, but seems to be about sufficient to keep the local membership going. Conditions will doubtless improve in this regard within a few weeks.

I was much interested in reading a couple of articles in the February number of the Electric Journal (published by the Westinghouse Club, Keenan Building, Pittsburgh, Pa.) and am bringing them to your attention, Mr. Editor, with the suggestion that

they may be worthy of your editorial comment. The first, by Mr. F. A. Merrick, president of the Westinghouse Electric and Manufacturing Company, is entitled, "The Machine Myth," and discusses the question of the mechanization of industry from a somewhat different angle than has been presented in our own JOURNAL. The other is "Industrial Relations," by W. G. Marshall, assistant vice president of the Westinghouse Company. Not the least interesting feature of these articles is their source, and they are well worth some study. [Editor's note: Thanks for the tip.]

One of our great men has said "There is nothing either good or bad, but thinking makes it so." To the truth of this the thinking man will readily subscribe and I would add a complementary truism: If you do not think good for yourself someone else will think bad for you. Seems to me that we spend too much time thinking "in series," particularly in organizations like labor unions. Thought has to travel in a sort of circuit, and one dim bulb may limit the current to all the rest of the string. Sometimes one winks out and the rest are all in the dark. Series lighting has proved impractical and has become obsolete. Why not series thinking as well? Let's do our thinking in parallel. We all have access to the same supply of knowledge, so why not a multiple hook-up? In phase and in step, of course—but not in series. When we get the majority of the minds in one local thinking on a question of general importance, some very progressive ideas are sure to develop. When we get a majority of the minds in the Brotherhood aligned behind progressive thought the organization will go forward irresistibly.

So, coming back to the articles referred to above, if we permit ourselves to look upon the mechanization of industry—replacing of men with machines—as an unmixed evil, we will most surely develop pessimistic dispositions. However, I prefer to look upon the coming of the machine as a God-send. I will recall an idea upon this line which my father gave to me when I was almost too young to be thinking of such things—but the lesson has remained with me. It was shortly after the invention of the linotype. So many typesetters were thrown out of employment by this machine that riots were staged in some places and the machines smashed up. But the machine made possible the printing of a paper at a greatly reduced cost. The result was a reduction in the price of the paper, an increased circulation, so that in a comparatively short space of time all the typesetters were back at work operating linotypes, and a great many other men were put to work to handle the increased output. More than this the people received a better paper for less money.

It is true that there was a period of transition during which many suffered hardships. Mr. Merrick brings out the idea strongly that the American working man has learned to measure up to increased responsibility and opportunity, and that having set himself to the task of carrying over this period of transition with breadth of vision and the interest of all concerned at heart, the mechanization of industry (I seem to like that term) will go forward as a boon and blessing to all who labor.

The idea is this. We must not think of the machine as a monster come to take our jobs. We must not permit the employer to reap unshared the profits of the machine's labor to the exclusion of the men whom it displaces. We must not permit unnecessary hardship to accrue to any group of workers who are being displaced by the machine. Careful logical thinking can and will solve

these problems—and mankind will be the better for it.

Think it over, Mr. Editor.

DALE B. SIGLER.

[Editor's Note: It is true that machine industry has its good side, and this we have never lost sight of. Our whole production system is based upon mechanization. It has within it the possibility of a new and better world. But it must benefit the whole community, and the whole people. As things are now, the losses in time and money, which you yourself realize, are paid for by labor, by those least able to pay for them. Should not the whole community take the losses, as well as the benefits, and should not labor be remunerated when machines replace men? Perhaps you feel that labor should be a philanthropist and take the loss without complaint. We don't.]

L. U. NO. 143, HARRISBURG, PA.

Editor:

The best part of an advertised building boom even if it never does materialize is that you get a number of members of other locals in to see you and in that way learn first hand about conditions at other points.

Due to the response that Governor Fisher, of Pennsylvania, made to President Hoover's request for a report on contemplated work it would seem that this state had more work than any in the country this year and perhaps we have if you count the work that is to be done on public roads.

Unfortunately, there is no electrical work in connection with the road program, therefore the number of jobs for our craft at any one time has been greatly exaggerated, in Harrisburg anyway, and it certainly is too bad that we have to tell the boys that are coming through that we can't give them a job at this time. However, we were able to place several for a while and they certainly are welcome. Brother "Cy" Hutton came in on a job that the Ross Electric Construction Company, of Philadelphia, have, with the good news that this firm have signed an agreement with L. U. No. 98. I heard that they have or are figuring a job in one of the Carolinas; if so, I want to say to the boys down there or wherever they go that we found them a mighty square firm and we tried to treat them the same way. "Andy" McCormick and Brother Morgan, of Local No. 3, visited us at our last meeting, both boys being connected with the W. A. Taverner Corporation, of New York, another good firm which has in the past done several jobs here.

Both of the last mentioned Brothers told us about the changed conditions in their local and made us realize how fortunate the Brotherhood is to have a man of the caliber of President Broach to carry on where Brother Noonan left off.

We had a good attendance at our last meeting and I am pleased to report that we voted 100 per cent for the referendum. Personally it would seem that any change at all in our International Constitution must be for the better and I wish to offer this suggestion, that while the committee are in session that they also repeal the 18th amendment to the national constitution and give the country a sane and sensible amendment in its place.

I sort of hate to tell tales out of school but it is a positive fact that two of the members of Local No. 143 have become addicted to golf and one Saturday afternoon it seems that they were preparing the ground for spring planting and on an unexpected drive the ball was sunk in the hole in one. Going to the next tee another drive was made and it also went in the hole, whereupon "Bill"

said to Ira, "Gee, I almost missed that one." In order that there will be some space left in this issue for the "Duke," of Toledo's letter, I will do no more damage.

CLARK OF HARRISBURG.

L. U. NO. 176, JOLIET, ILL.

Editor:

After reading the results of President Broach's clean-up in New York City, and of the iron hand with which he ruled, one can easily understand his policy, on which he bases his letters for the WORKER. Every member should read them each month, because we all have lots to learn and can get it by reading them. He can surely deal the plain facts out, and I imagine his motto is: "If the shoe fits, wear it."

L. U. No. 284 must be well fixed financially to go through with their advertising program each month in the newspapers. Here's hoping it brings results in the amount of extra hours on the boys' time cards.

The time is now about ready for our new agreement. I suppose we shall hear their national song again as usual: "We are not making any money." But whose fault is it? Nobody's but their own, for their everlasting price cutting. Then they want to make it up on us. Don't give in, but some of you lagging members show up at meetings and help the cause along, instead of having private ones on the street corners, knocking those who are trying their best to get conditions for you.

EDWARD FREDERICKS.

L. U. NO. 183, LEXINGTON, KY.

Editor:

As our local has never had a letter in the WORKER previous to this date, I suppose about the first thing to do is to inform the readers of our location, standing, etc.

Lexington is situated in the noted "Blue-grass" section of Kentucky. Most of the race horse farms of the state are located around this town. Also the largest loose-leaf tobacco market of the world is located here. It is mostly a residential town with approximately 65,000 inhabitants.

The fact that this is an agricultural region is a drawback to organized labor here.

Now to tell something about our local. We have a membership of about 30. It is a mixed local of linemen and wiremen. We hold our regular meetings every Thursday of each week. The attendance is comparatively small, notwithstanding the fact that we have some pretty "hot" meetings here of late. Some of our trouble, you might as well know, is insufficient co-operation among our Brothers. Although the outlook seems brighter here of late, this may be attributed to the building of the new United States War Veterans Hospital here, which we are confident will be fair, and the signing up of two shops within the last month.

Now for a few comments on the WORKER and the message of our new president in last month's issue. I enjoyed the latter very much and hope all of you Brothers caught the wonderful meaning or idea it conveyed. The WORKER seems more interesting with each succeeding issue and proves an essential to our worthy cause.

ERNEST WEBSTER.

L. U. NO. 192, PAWTUCKET, R. I.

Editor:

In the January issue of the JOURNAL there appeared an article under the heading of Local Union No. 192, which gives the impression that L. U. No. 437, of Fall River, Mass., was concerned in the article. This is not

so and would you mind correcting this error in the next issue of your JOURNAL. Thanking you in advance I am,

Fraternally yours,

R. P. MARTEL,

Recording Secretary, L. U. 192.

[Editor's Note: Please accept this as the correction.]

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

I. B. E. W. members should feel proud of their JOURNAL and their Editor for building a great reading book, containing lessons of great value to its members and interesting to those outside the organization. It should be a big seller at news stands. Our last JOURNAL is the best yet; I have faith that the following will continue to hold that respect.

Just the other day one of the big boys from the state house stopped me and said, "Huse, I just got another one of your JOURNALS, and, believe me, it looks good as well as sounds good. You have a live wire at the head of your Brotherhood, I am for him. Say, he is going to get a lot to thinking and that brings about education. He is not the only one who writes well in your JOURNAL. A lot of good letters from all over the country one can find in that book. Say, I think it the best labor paper issued. A lot of us read that paper at the office. The human side of life is more noticeable. It is a great book. How do your members read it?"

"Some good, some others fair; some pick their reading and some have no time to read at all."

"I did not think your Brotherhood had members who cannot read; such should not be members; they are drawbacks and can never learn anything; they are dead and should be put away. Say, do all your members subscribe for the JOURNAL?"

"No; it is forced upon them."

"That's right; that's right. And forced into those who do not read would be a blessing. At any rate you have a great organization and I say it will get much better. Your system of benefits and insurance is great. Does it not seem unreasonable that some men must be fought and licked before they will take some things that are of benefit to them and who need it most?"

I thanked him for the information and the feeling that he expressed, yet he never belonged to any labor organization. He assured me that he buys from union men, in fact gets better results by taking the labeled goods. He makes it a point to request the label, and that is better than many union members do. Well, I was surprised and told him so. He was pleased to meet up with me to say what he thought was a great work. Now that kind of a guy is a real booster. Just think of it; one outside of the Brotherhood, one who need not work, perhaps never will, and thinks our methods are good and tells those he may come in contact with. Just a live guy. One who keeps himself well informed in that way may get the best of events. While I have met many outside of the organization who read the JOURNAL, this man had it all over all others and perhaps a good share of our members.

We here are going along about the same; busy, a lot of work that should be done, while a lay-off for five or six was handed out about a week ago but it did not affect the works any, only to slow it up that much. No loss of business, but a matter of holding down expenses.

I guess that is about what is going on nearly all over as no new work is heard of around here.

F. C. HUSE.

L. U. NO. 200, ANACONDA, MONT.

Editor:

Local Union No. 200, Anaconda, Mont., is still very much awake and when it comes to trying to slip anything over on the loyal Brothers, the Brothers sure show the promoters they had better try again, for not so many weeks ago we had some visitors who tried to put another joke over on our local and from what I can learn the plot was like this: they wanted to put an assessment of 50 cents per month on each Brother for four months to help the state council out in a deal which was none of our worries, and, if I am advised correctly, some contractor was bidding on some work and he had to bid against an open shop—and he would have to bid much lower. He wanted help from the locals so he could still make a profit. Well, the Brothers did not fall because we have Brothers here who need all the help we can give. I am sorry I was not at the meeting as I heard Brother Bell was here and wanted to see me about some things I wrote in the JOURNAL. I sure would have enjoyed a talk with him, I know.

I am very happy to know our constitution is to be revised as I know we will all be better off. With 13 locals in Montana (a small state), I would like the Grand Lodge to select one member from Montana to be on the committee of 11 Brothers and not use an International man.

Brother Broach in his statement regards me as a negative-minded, little-thinking Montana press secretary, relative to a cut of \$2,000 in salaries for our International Officers. Well, figure this out: Local No. 200 is now and has been since January 20, 1930, taking care of its Brothers in this way: We have cut ourselves one day a week to keep the Brothers working and in some cases some of our Brothers work a make-shift, such as going to work on Monday at 8 a. m.; Tuesday, 7 a. m.; Wednesday, 4 p. m.; Thursday, 3 p. m.; Friday, 12 p. m.; and Saturday, 11 p. m. This makes six changes a week, while a few are working one week on and one week off, while others are working two weeks on and one week off. We cut out overtime on Sunday at time and one-half just to help all to have work, so now what more can we do? We are not asking for pennies in Montana but it would leave a better balance in our treasury. I am not asking our International men to work for nothing, but be fair. We are, as we want more money, but we are not talking a raise but we are talking to help our Brothers get work.

Now, Brother R. H. Colvin, of L. U. No. 394, of Miami, Fla., I was in your city in July, 1920, and saw things spring up over night and it is a wonderful city you have compared to our smelter city among the western hills, where we get \$6.25 for eight hours while you get \$12 for eight hours. Some difference! And I'd say living here is just as high as in your city.

Speaking of brains, one can buy them at any cafe, but I did not think, when I wrote before, that we had any crooks in our officers, nor do I now. No, I am very well pleased with them but again you state they are underpaid. Maybe so are we. What about us, here? Then again, our organization has not as many members as some others I know of. Maybe you are right when you say I have no brains; maybe, again, you are wrong, for I went on strike in 1922—July 1, 10 a. m.—and stayed out 11 months. Maybe if I had had brains I would have taken a job on some other railroad.

Well, at any rate, we all live for one

thing and that is: a good, honest living, and we all have different ideas. I have several good letters regarding my write-up and I am so glad Brother R. H. Colvin expressed his thought because it put two sides to the subject of our International Officers taking the same hardships we do.

Brother Broach spoke of Montana as a small section; well, he is right, but our Brothers here all speak English and have red blood and expect the same as we receive from others.

Kindly do not take for granted I mean to write for all of Montana, for I do not, but I will ask again, give Montana a place in the show and learn what is hidden in the hills of copper.

Now for my article on hospital conditions here in Anaconda, Mont.:

"You say our fees are beyond all sense of reason?" The doctor's tone was beyond all sense of condescension, knowing his attitude decidedly indulgent.

"Yes, doctor, I believe they are." The white, rather drawn face of the convalescing man made him appear older than his 25 years. His voice and manner carried a trace of deference, for convention had impressed him that an M. D. was a species apart. Had he not seen, as far back as he could remember, his kin and kind paying homage to doctors? And then, too, it was a principle with him to respect his elders.

"Think! Why, man, you just announced it as a fact." Aside from the crispness of the doctor's words, a slight flush, a narrowing of the eyes were the only signs of his irritation. "You see," the doctor continued for all the world like a man who voluntarily indulges in a sacrifice for a worthy cause, "I am digressing from a very firmly established practice of mine by discussing this matter with you with the specific purpose in view of not only enlightening you, but also, inasmuch as you are a newspaper man and as such capable of helping me in this matter, of correcting an erroneous impression prevailing among many people who are prone to be influenced by mere hearsay. Therefore, I must emphasize the danger of evasion. You will pardon me, but that is the attitude you have assumed."

"Very well, Doctor; I appreciate the privilege which is mine, and shall restate my assertion: The fees you doctors charge are atrocious. You will pardon the adjective, but I was at a loss for a substitute."

"Indeed? Well then, suppose you elaborate. To what extent do we penalize practice?"

"Twenty, 30, 50 times what is reasonable—to be conservative."

"I see," the doctor nodded, and beneath the veneer of his professional dignity there lurked the indulgence which is wont to rest on confidence. "And you base your figures on what?"

"The actual relation between your set valuation of your time and services rendered and the set value of your clientele's time and labor. Like this," and the young man wrote a number of figures on a pad and handed it to the doctor.

"Um-m," the doctor mused after glancing over the face of the pad. This fellow has a few facts, after all. But, of course, things are not always as they seem. "Well," he added after a few moments of deliberation, "Suppose I grant that your figures are correct. Are you, then, in a position to account for them?"

"Fundamentally they can be laid at the door of the public."

"Just how?"

"Indifference, negligence and down right inability to protect their own interests."

"We doctors then—surely you don't hold us blameless in this affair?" There was a

good-natured tolerance in the medical man's makeup, now that he felt that he had the subject well in hand.

"Only so far as you permit yourselves the opportunity of a disadvantage. You fellows can charge just what the public sees fit to allow you; no more."

"Indeed?"

"The laws which regulate man's other pursuits, and which are his products, answers your question."

"Ours is the only profession unrestricted?"

"Absolutely."

"Very well; I won't hold you to that statement. It isn't, I believe, necessary. I think I can disillusion you with a few truthful facts," confidently asserted the doctor, shifting into a more imposing attitude.

The newspaper man nodded his desire to be enlightened, and the doctor continued:

"An M.D. costs a man at least eight years of elementary study—the most exacting kind of labor—and a minimum cash expenditure of \$1,000 per year. Eight years of a man's time and \$8,000 of his money." The doctor paused to let this point sink home, then continued, "And this, don't forget, constitutes an investment on which not one cent interest has been forthcoming. After this the man spends two years as an interne in hospital, ambulance, or some such service for his bare keep." The doctor searched his audience with his eyes, then asked: "You admit this?"

"Most certainly," the man answered, "just as I admit the apprenticeship of every other man who acquires a profession. The engineer, for instance—four to six years of college at \$1,000 per year, two to four years

specializing in the factories of his chosen field with no cash remuneration therefrom."

"I see." The doctor was a trifle puzzled at this turn of affairs, for he had been too busy analyzing his own situation to look afield. But no matter—there were plenty of other points this fellow couldn't match. "We won't argue the point."

"It would be folly."

"Now then," the physician continued, ignoring the tart retort, "generally speaking, at least five years pass, after a man has entered the practice of medicine, before he is earning his salt. Nonetheless he is obliged to equip himself with the tools of his profession at a cost of from two to five thousand dollars, lease and furnish office space and hire help, and at the same time provide for himself and family." There was a challenging glint in the doctor's eyes as he awaited acknowledgment of this last.

"True enough," agreed the patient, "but is that not true of every man who embarks upon a career—baker, butcher, candlestick-maker? All men must serve their apprenticeship, invest their time and money in proportion to the return they hope to garner."

"Ah," there was a trace of accomplishment in the doctor's voice, "you admit we are not alone in this, er—what you choose to label exploitations of the innocent public?"

"Not at all, I was merely pointing out a fact—an economic law. However, in regard to this law, the medical profession is distinct in that upon reaching maturity it is free of the influence of this same law. Not so with the other occupations which com-

Are You A Good Mechanic?

By BURLIN BRINES HURD, L. U. No. 134

A good mechanic. How often we hear this phrase and what does it mean? I recently attended a gathering of singers, stars, mediocre singers and potential stars, and it was interesting to note that when discussing other singers they never mention the name; everything was voice: "Jones was a marvelous voice. Brown was a poor voice. This voice would have the proper resonance, that one would not." Concentration, true tones, the mask (or sounding board, which is the face), thin voice or powerful; all came in for discussion, but always it was the voice. I did not feel out of place until the discussion turned to salaries and then I grew very small, but in our industry instead of your voice you are rated by your mechanical ability.

Did you ever ask yourself the question, "I wonder how do I rate as a mechanic?" Did you ever wonder when the men on the job discussed you just where they placed you as a mechanic? Are you exceptional, good, fair or poor? What are the requisites, the qualifications for an exceptional or good mechanic? Our business is gradually getting on a par with singing in this respect; it is necessary for any mechanic if he desires to rise in his occupation to be more than a good mechanic. There are any number of good mechanics who never rise higher than just a good mechanic. The woods are full of good mechanics and good singers so if you want to progress you must be better than good.

Contractors differ in their views as to what constitutes a good mechanic, some look only for production or how much can you produce each day? They soon learn, however, that it is not always the speed merchant that accomplishes most because his work must be gone over again as a rule. He constantly has a tendency to substitute speed for good workmanship. An instructor in a school for electricians in Chicago had his own classifications for prospective journeymen; his divisions were: pipe threaders, pipe benders, wire pullers and bosses. and he invariably wound up with: "And there is not a d—n boss among you."

Either a technical or practical education is insufficient to turn out a good mechanic or there must be a combination of the two. Usually the more knowledge of each the better the mechanic. Some claim that a trade is merely a series of tricks but I have a sneaking suspicion that the principal trick is thinking. A foreman requires something more than mechanical ability, an understanding of human nature, psychology and philosophy which some men acquire without knowing or realizing what they are using, but the requisites of a mechanic if he wants to be classed as exceptional or good consist of just two formulas which may be used as a guide. First, a thorough knowledge of his particular trade; second, the ability to apply this knowledge, and a fair or poor mechanic is merely the antonym of these rules in a corresponding degree.

WHEREAS The Divine Ruler in his great wisdom has seen fit to take from our midst our dear friend, esteemed associate and Brother, James P. Noonan, International President of the International Brotherhood of Electrical Workers, Member of the Executive Council of the Railway Employees' Department of the American Federation of Labor and Executive Council Member of the American Federation of Labor;

WHEREAS Brother Noonan's death came as a great shock to his hosts of friends who respected him for his many sterling qualities, his service to the trade union movement, and his service to his country, we take this opportunity to express our deep sorrow and great loss.

RESOLVED, That a copy of this Resolution be spread upon the minutes of this meeting, copy sent to Brother G. M. Bugnizet, International Secretary-Treasurer, International Brotherhood of Electrical Workers, and to Brother Frank Morrison, Secretary-Treasurer of the American Federation of Labor.

A. O. WHARTON,
International President, I. A. of M.

ROY HORN,
General President, International
Brotherhood of B. S. D. F. & H.

C. J. MCGLOGAN,
Vice President, International Brother-
hood of Electrical Workers.

T. H. FLJOZDAL,
President, Brotherhood of Mainte-
nance of Way Employees.

J. M. BURNS,
Secretary-Treasurer,
Railway Employees' Department of the American Federation of Labor.

WM. ATKINSON,
International President, International
Brotherhood of B. M. I. S. B. & H.
of A.

L. M. WICKLEIN,
General Vice President, Sheet Metal
Workers International Association.

MARTIN F. RYAN,
General President, Brotherhood Rail-
way Carmen of America.

JOHN F. McNAMARA,
International President, International
Brotherhood of Firemen and Oilers.

T. C. CASHEN
President, Switchmen's Union of North America.

B. M. JEWELL,
President.

with impunity the questions fired at him. And besides, he was doubly annoyed, first at the man's impudence, and second because he had permitted himself to be drawn into this undignified discussion. It wasn't at all professional to be trampling on the dignity of his calling by bantering words with a foreigner of the ranks. It wasn't done, that was all. Very well, he'd put a stop to it. "Your attitude," he commenced with an overcharged sense of dignity, "to say the least, young fellow, is distasteful, disrespectful. You are making light of an honorable institution by your unleashed and unfounded insinuations.

"You have no intention of being convinced. You have set about to be disagreeable, and in the matter of irregularities and irrationalities you have succeeded. However, I do not intend to further countenance such effrontery. I have been generous to the extent of folly in allowing you to proceed as you have. Indeed, were it not that I am aware of my laxity in this matter, I would consider your impertinence an insult. So, young fellow, we shall consider this discussion at an end. However," and the lines about the doctor's mouth hardened and he fixed a determined gaze on the man across the desk from him, "I might add in the way of closing this subject, that I make my fees in keeping with what I consider a justifiable dividend and if the public doesn't like it they can go to hell!"

"Yes," the young man nodded, "that declaration has been used before, and will be used again and again as long as the public will tolerate it."

Thus the discussion ended, as discussions are wont to end, before it had fairly gotten under way, and surely, before either man was influenced by the other's words.

(To be continued)

R. J. MORROW.

prise the measure of man's usefulness, they are ever within the limitations of this law which grants them a just profit—no more. The railroads, the banks, all our industries are governed by this sound economic principle without which they would consume themselves, and, because of this, all the units which go to make up these enterprises are likewise restricted."

The doctor, refraining from commenting on the significance of his patient's words, extracted a teak-wood, ivory-inlaid box from a drawer of his mahogany desk, selected therefrom a large, handsome, gold-banded cigar and shoved the box toward the man across the desk from him with an inviting gesture. A slight flush creeping up his neck and a noticeable contraction of his facial muscles gave evidence that the physician was not at all pleased with the way this discussion was progressing.

"No, thank you, doctor, I don't feel the need of a cigar."

Glancing sharply at his patient, the doctor remained silent. For a time he toyed with the expensive roll of tobacco with his long, delicately chiseled fingers. Then, after lighting the cigar and taking a few vigorous puffs, he attacked the subject in question from another angle.

"Did you ever stop to think, young man, the responsibility of a doctor?" He did not await an answer, but proceeded, "The responsibility alone a doctor assumes is sufficient to elevate him beyond restrictions in the ordinary sense of the word. The health, aye, the very lives of those whom he attends are in his keeping. You do not deny this?"

"In a manner, no. I quite agree with you that his patients depend wholly upon a doctor, else why should they bother going to him? But responsibility he assumes is, indeed, another thing. I confess I am in doubt as to the measure of it."

"Why, man, is human life so trivial, so cheap that it does not associate itself, in your mind, with responsibility?"

"I believe I accord life the average valuation. However, this fact does not enable me to appreciate the extent of a doctor's responsibility." There was veiled aggressiveness in the man's manner as he leaned slightly toward his listener.

The doctor sucked meditatively on his cigar, his eyes, through narrowed lids, roving over the expensive appointments of his office. At length his gaze returned to his man, "Take me as an illustration. If I am called in on a case, regardless of the inevitableness of it, I am held answerable if the patient dies."

"To whom?"

"My conscience, my profession, the public, the deceased's kin."

"You always do your best?"

"Absolutely."

"That should answer your conscience. Angels can do no better than their best. As for your profession or the public, what form of penalty do they exact when you lose a case—the one so lenient, the other so indifferent? And what?"—this with conviction—"what compensation do you afford the deceased's relatives? Do you manifest in any way the obligation to them your impelling sense of responsibility engenders within you? Do you, for that matter, offset one obligation with another by canceling, inasmuch as there can be no rectification in the case of death, your fees; or, in the case of failing to cure a charge whose rehabilitation is evinced by another's success, do you, like all others who contract a piece of work, make allowances for your failure?"

There was a sullen look in the doctor's face as the young man finished. He was slightly at a loss as to how he could meet this point-blank onslaught. In fact, he wasn't at all sure that he could answer

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Once again there is a movement on foot in the state of Ohio to have a law passed providing an old age pension fund. If one can believe all he hears this proposed bill should be brought to a successful conclusion. It seems that the public has been aroused to the necessity of a law of this kind, and also some of the fraternal, labor and church organizations.

This is a very humane move and should receive the whole-hearted support of everyone interested in seeing justice served. Those opposed to a measure of this kind will no doubt advance a lot of excuses and reasons why a law of this kind should not be passed and would probably be justified in doing so to a certain extent. However, these are far exceeded by those favoring the law.

Of course there are a number of important matters to be taken into consideration relative to a measure of this kind before and after it becomes a law. Of these I will mention a few.

Taxation to provide the fund, from what source the tax is to be levied, and how much will be necessary, age limit, length of time residing in state, competent and honest officials with no political motive in mind, to undertake the distribution of the fund to those legally entitled to it.

There is considerable time and work connected with a move of this kind, also the urgent need of finances in order to meet the expenses incurred and also to encourage those who are working so diligently to whip matters into shape before presenting them for consideration.

However, should this bill become a law,

the benefits to be derived by those reaching a certain age when employment is so hard to obtain will more than offset the cost, in time, money and effort.

After hearing a few remarks along this line by our business representative, Brother Fitzpatrick, the members of L. U. No. 212 should be congratulated on the wise and liberal attitude that they have taken in regards to this measure. They not only have gone on record giving their moral support, they have also taken action to contribute to the financial end of it each month until it either becomes a law or is defeated.

Surely no organization could do more, and it just goes to prove that L. U. No. 212 is awake to the fact that a law of this kind is a real necessity.

Taking it for granted that this bill will become a law take a look at it from this angle: Looking at the situation from the standpoint of a member of the I. B. E. W. it means just this: Some of our older members who will within the next few years be eligible to apply for a pension from the Brotherhood will also be entitled to one from the state of Ohio, providing, of course, that all requirements are met.

Once more may I take the privilege of bringing out this point: If the amount to be paid is equivalent to that paid by the Brotherhood this would surely be encouraging to look forward to, in view of the fact that \$80 per month isn't anything to be sneezed at, particularly at such an advanced age. If the amount to be paid is \$30 then the monthly income would be \$70.

In passing I might mention that a good many members of L. U. No. 212 are of the opinion that the age limit of the Brotherhood should be reduced to 60 years, and I agree with them. However, I am also aware of the fact that it will be absolutely necessary to increase the per capita tax in order to do this. Nevertheless, I would favor the increase in per capita in order to reduce the age limit, as I believe this would be a step in the right direction, and should be given every consideration at the next convention.

At the present time the question of old age pension is food for thought, so give it plenty of serious consideration so that when the proper time comes you will be able to debate it intelligently.

L. U. No. 212 hopes that the rest of the locals throughout the state of Ohio will take steps to do their bit to help to make this measure a success.

P. S. At this time I wish to say hello to Brother Black, of Helena, Mont., and thank Brother Spalding, of L. U. No. 80 for his encouraging remarks in the March issue of the JOURNAL.

Tell the "Duke" of Local No. 245, that he asks the most logical question in regard to the poem written by Skorgy in the February issue, that is: What did the Gruntus do with all that dirt he dug? Also will accept his invitation for "On Every Job" some time soon.

I thank Brother Barry, of Local No. 369, for his personal letter which was very much appreciated by me.

WILLIAM F. MITTENDORF.

L. U. NO. 213, VANCOUVER, B. C.

Editor:

I have just got wise that all letters must be in by the 25th inst., but I hope to catch up and have a letter in advance so I hope that the boys will excuse me this time.

Conditions have not changed, quite a few still taking in the scenery and the rain has set in proper, which holds up new work. I

am writing this February 24 and quite a large number are out of work.

Local No. 310 which consisted of telephone men, has turned over its charter and transferred into Local No. 213, so that gives us nearly 100 more members, so this is some local now for numbers.

The inside wiremen have given notice to the contractors to open the agreement which expires in June. Though the committee is hard at it, I cannot say what changes are asked for at this time.

Local No. 213 owns the largest block of shares in our labor temple and we have a fine big hall, and a very up-to-date office which consists of a large general office and a private office for the business agent and in addition, on the third floor back, a room known as the snake room. Within this room we have two large tables and a number of chairs and a glass case to hold bulletins and notices. Cards are supplied for rummy, etc., cribbage, tiddle winks, etc., for the boys to play who are out of work and waiting for jobs to turn up. It seems that these games have been played all winter and are kind of tired now, so some of the boys have taken to boxing. So I would suggest to the building committee to erect a building on the back lot with padded walls and no glass handy so the sport could be carried on in comfort.

A call has gone up and down the coast for a meeting to be held in Seattle to consider the holding again of the Pacific northwest council. I believe this a great move in the right direction for all locals on the coast.

This brings to my mind, probably a brain wave, on the social side. Take, for instance, we have locals in towns and cities and in groups all over the North American continent; we find two, three and four locals within a few hours ride of one another; would it not be a great idea to set a date and place each year and hold big I. B. E. W. basket picnics with sports for the whole family. Take, for instance, here on the Pacific coast, Vancouver, Victoria, Seattle, Bellingham, Everett, Portland, Tacoma; we are all within a few hours ride of each other and we arrange one of the cities as "picnic city." Say, boys, would not that be a great I. B. E. W. ad? Excursion trains, boats, the Lizzies with banners flying, once a year. I. B. E. W. picnic—that would be on every kid's lips and every wireman's, and make a lot more think to get in to the I. B. E. W. for the next picnic.

This could be arranged all over the continent where locals are in groups. I hope some of the scribes who read this give it a thought and their views and see if we can work this coming summer an I. B. E. W. picnic all over the continent in groups about the same time.

Well, I have not been censored yet for what I have written so far and I hope the boys of Local No. 213 take a little humor once in a while.

A. C. MacKAY.

L. U. NO. 214, CHICAGO, ILL.

Editor:

Local Union No. 214 is still on the active list. In fact we look in vain for comments from other railroad locals. It may be that they haven't any troubles to relate to our JOURNAL.

Recently, due to the depression that is in evidence in all of the industries, the employees in the federated crafts were placed in the position of either accepting a five-day work-week or having several hundred of our membership laid off. The proposition was placed before the men at the various points affected and, with the exception of two outlying points, the vote resulted in accepting

the shorter work-week. (No increase in wages.)

Many arguments were advanced for and against both propositions, and many more could have been put forth if time permitted. We were told that business had fallen off to the extent that work could not be provided. Isn't it rather a joke when we have the richest and most productive country on the globe to say that business has fallen off? That brings us to the point—cause and effect.

Industries are laying off men; factories are closing down; railroads are curtailing their forces. Why, I ask you? Because we have ceased buying the products of our own hands. Why have we ceased buying the products? Because we do not earn sufficient to buy back the products that we produce.

I am going to be a saviour of our economic system, and show you, dear readers, how we can overcome our present economic depression. In my last letter, I told you that "we were foolish to save our money." Now suppose you send your wife out to buy that spring coat, new hat, shoes, etc., and you yourself go out and buy that spring suit, top coat, shoes, etc., enough to make it \$200 per person employed over 10 years of age, of which there are about 42,000,000. Total expense, \$4,225,000,000. Why, man, that is more than all the money that was spent in 1927 in buildings of all kinds in 292 cities by \$1,000,000,000. Or, better still, it is almost as much as was paid in wages to all classes of railway employees for a two-month period in 1928. Let's go it one farther. It would provide 2,000,000 workers now unemployed with a wage of \$2,000 for the year 1930. I am getting lost in figures to the extent that I forgot that we must have the original two hundred to start out with. That's too bad.

Well, inasmuch as my argument above went on the rocks, and having used up all of the space that I am allotted, I shall have to tell you what I intend to write about in my next letter.

Resolved, That to shorten the work-week without a corresponding increase in wages will not put more workers to work.

Yours in error again,

A. M. CORAZZA.

L. U. NO. 226, TOPEKA, KANS.

Editor:

After a prolonged vacation, owing to the fact that we have been trying to edit the labor column in the Topeka Sunday Capitol for a while, we are back on the job again for L. U. No. 226.

If the referendum goes through, giving an appointed committee the duty of reconstructing our constitution and by-laws, and undoubtedly it will go through, it will mean a new era in international union government. The powers that be should not become unduly exercised if the rank and file are somewhat hesitant in relinquishing their franchise and giving up they know not what.

Another fact that President Broach should realize is that while he may be well known in the east and in some of the larger locals, there are still a big majority who know him not at all or what he is liable to do in a situation like this. How are we to know whether we will ever again have an opportunity to get any laws we want or even have any organization that we may call our own? "Ignorant," you say, but that's what's the matter with us, anyhow.

We realize that we need more efficiency to cope with present conditions. Democracy is not getting us anywhere. But the small locals think they are having a hard time of it anyhow. If we could tell just where we would come out and whether us little fellows in the central and western states would be represented and our needs considered; in

other words whether our new president was nationally or just sectionally minded, we would feel easier in the matter.

We have so many of our old members back with us at present that what with so many good jobs playing out and so many new jobs going to rats that most of our men are holding down their tool boxes around the shops and praying for work. And when work is scarce jealousy is rampant among the men, who believe they aren't getting their share of jobs.

The manager of one large office building refused to hire us because the unions fought him when he conducted a campaign for city manager form of government in Topeka. He was defeated in his scheme at the polls and blames organized labor for it. Isn't that sad?

You remember how they used to hail each new invention as an agent to release men for more necessary labor. Well, the men have been released and are looking for work—any sort of work—and they aren't particularly interested in how necessary the work is, just so it keeps the wolf from the door.

J. R. WOODHULL.

L. U. NO. 250, SAN JOSE, CALIF.

Editor:

Since no one else will break the silence, I will try it once.

Our election of officers is history now, but I will name them anyway for the benefit of others who may in this way discover old friends. Brother Thomas W. Hazard calls the meeting to order. Brother Ray Manning is his able second. Yours truly separates the bunch from their dues and spreads the ink. Brother Herman Buickerood is the guardian of the door. Brothers A. L. Favorite and E. Shackelford are the worthy inspectors. Brother R. W. Vincent, A. L. Favorite and A. C. Larsen are the trustees and Brother E. Shackelford looks after the bank roll. There, that is out of my system.

We are whipping into shape an examination that only a journeyman lineman will get by and all members now in the local will be required to take it and some schooling, also, if they fail to pass. So much for that.

Now in all friendliness to Brother Morrow of L. U. No. 200: If the various locals (and L. U. No. 250 is no exception) will take to heart the letter in the February WORKER from Brother Dukeshire, of L. U. No. 245, and thoroughly master the idea expressed there and then put it over we won't have the time or need to cut our International salaries. Brothers, our new president is a big man with a big task to perform and if he can induce the various locals to line up with the 19 articles over his signature in the January WORKER he is worth five times the salary he now gets.

If our International Officers, under the leadership of our International President, get results we can not pay them enough, and if they don't get results, let's hope they will have pride enough left to resign and give way to some one who can.

It is a poor argument to want to cut their salary; that is just laying ourselves open to our enemies in two ways.

Our International Officers must face executives from all walks of life, some of them drawing around \$100,000 a year.

Are we going to ask our officials to meet that class of executives looking like they had just crawled out of a boxcar? No, boys; we will just have to go down in our pockets a little deeper and pay a little more fare if we want to ride.

Then there is another angle we may have to face if we cut salaries: It is just possible we may, any or all of us, ask for a raise soon, and it would make me pretty sore to have the boss say "Why ask me for a raise,

when you have just cut your own officials' salaries?"

Brothers, this is a business organization; let's all quit finding fault with our International and the A. F. of L., too, and try to see how much good we can find to say about them, for the next 12 months, and see if the whole bunch don't take new heart and put us over.

GEO. R. SHACKLEFORD.

L. U. NO. 275, MUSKEGON, MICH.

Editor:

It has been some time since Local No. 275 has been heard from but let me assure you we are far from being ready for the undertaker. This local has a membership of about 40 real live men. At the annual election the following officers were elected: President, D. J. Kibbe; vice president, Francis Carlson; recording secretary, Walter Gerst; financial secretary, George Bonjernoor; first inspector, John Lang; second inspector, Harry Startup; foreman, Robert Sweet; treasurer, E. Plunket; trustee, John Wassner; press secretary, Ivan M. Gibbs.

The winter has been very long and severe from the working standpoint as well as from weather conditions. The streets have been filled with men looking for work. Yet the men of Local No. 275 have not been forced to join the parade. There has been enough building to keep them all busy.

We go on the five-day week schedule the first of April.

Fishing has been good during the winter, which, by the way, is the pastime indulged in by many of the boys.

This local is opposed to the chain store and is pulling for the local dealers.

If this rambling gets in by the first, I must cease and turn it over to Uncle Sam.

I. M. GIBBS.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Once more has Local No. 292 broken all records by putting over the most successful dancing party in the history of the many successful dancing parties that have been staged year after year by the local. Among the many dances given in Minneapolis, the annual electricians dance, given by Local No. 292, has become famous among the devotees of Terpsichore as one of the happiest events of the dancing season, and justly so. The latest of these parties took place on the evening of Saturday, March 1, at the Masonic Hall, which is one of the largest halls in the city. The floor was in perfect condition and Hilary's orchestra rendered some very excellent music. During the evening, there were a number of moonlight waltzes, two-steps, etc., and the spot-light feature was put over as only a bunch of wire jerkers can do it. About the middle of the evening came the grand march during which the dispensation of the usual favors, whistles, hats, confetti, etc., took place. Then at the close, came the raffle. Every one attending the party was given a number when they entered which gave them a chance on one of the prizes which were about a dozen in number and consisted of such articles as electric toasters, waffle irons, boudoir lamps, curling irons, etc. Though the crowd was unusually large, they were very congenial and everyone had a most enjoyable time. There were in the neighborhood of 600 people present, so that financially it was as much of a success as it was socially. The financial success of the dance brings me to the matter of our relief committee, for their activity will be much aided by the profits derived from the dance.

As I have stated in some of my previous communications, the unemployment menace

is as prevalent in Minneapolis as elsewhere, and Local No. 292 has had, and is having, no exemption from the ravages of this terrible social and economic evil. However, we are not meekly taking it and saying we like it, but are trying to do what we can to combat it and hold our membership together. Along this line, we have appointed a relief committee, the duties of which are to devise ways and means of financing the relief of the needy Brothers, to investigate the appeals for assistance and to administer that assistance where and to the extent that is found necessary. In order to accomplish this end, they hold raffles of candy, etc. every meeting night, also they have requested all the Brothers to save up their old papers, junk, etc., and when there is a sufficient amount, they, the committee will collect and sell it. In addition to this, as I intimated above, the profits of the dance are to be turned over to them.

Another thing that has been done that has helped some. We have a labor member on the board of education, and through his efforts, the mechanical trades employed there are working the five-day week. This has brought the idea of the five-day week into a little more prominence and now there is a move on foot to get Local No. 292 started on negotiating for the five-day week as a permanent measure throughout the electrical trade here.

Not long ago, the local decided to put a system of unemployment registration into operation as a basis for a permanent record of unemployment statistics, in conformation with the request of the A. F. of L. and the State Federation of Labor for statistics on the unemployment situation, leaving the details to be worked out by our financial secretary, Brother Alexander. At our last meeting, Brother Alexander presented the details of the plan he had worked out to the local and it was adopted, and is to be put into effect as soon as possible.

The details of the plan are as follows: There is to be a card index file kept in the office containing a card for each member, upon which is to be recorded the number of hours worked each week by that member, this information to be gathered either by the shop stewards or by the business agent directly from inspection of the pay rolls of the various employing firms. In this way, we have a direct record of the amount of time worked by our entire membership who are employed. The determination of the amount of time lost, the amount of unemployment in the local, is a simple matter of subtraction. The system has many admirable features; it not only furnishes a basis for a ready and accurate reckoning of the total unemployment in the local, but also gives the means of securing an accurate check on the lost time, regular time and overtime of each individual member.

I have given the details of this plan because, being very favorably impressed with its effectiveness, its simplicity and the comparative cheapness of its installation and operation, perhaps there may be other locals that find themselves facing a condition in which a plan of this kind would be helpful, therefore, believing that the spirit of unionism is the spirit of helpfulness, I pass the good word along.

For the benefit of the linemen, I will say that both the telephone company and the light company here are laying off and not hiring anyone, or at least that is the report that I have received. In fact, I understand that the telephone company is letting all its men go that have less than five years' standing. So, Brother hikers, don't waste your time coming to the Twin Cities in search of a job.

W. WAPLES.



A LARGE, FINE CREW OF L. U. NO. 317, IN LARGEST LOCOMOTIVE REPAIR SHOP

Left to right, back row: E. S. Patterson, H. N. Richter, J. L. Beoddy, L. Drennen, R. L. Poore, Joe Wilson, C. L. Kovaleski, C. M. Trevillian, I. B. Price, W. W. Bouts, E. H. Curry, Bob Weaver, Oscar Monk, E. Frowine, R. A. Petit, H. Lee, H. Hunt. Middle row: Tom Rice, J. J. Johnson, H. Batterson, Paul Jones, Stanley Yoho, Tom Loring, Jr., A. D. Hugbart, S. D. Anderson, C. W. Spracker, J. A. Booth, Cecil Jones, E. E. Kidd, D. J. Turley, C. L. Petit, L. S. Sykes. Front row: W. T. Smith, H. Craft, Claude Rutherford, W. P. Martin, Carl Legg, I. W. Bartley, I. H. Tetten, J. L. Goodson, M. C. Killian, R. P. Steed, Ora Meade, Homer Edwards, Tom Loring, Sr.

L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

Entertaining these millionaires who come down here to get a little sunshine is keeping me so busy I hardly find time to do my stuff for the JOURNAL. Now baseball is taking up all the time and at this writing we are starting on the Festival of States week which is one round of pleasure with parades every day. I will be glad when we get to what we call the silly age down here. After all the tourists leave then there is nothing more to do but pick on the city commission or chief of police or the water question, etc. Nevertheless we take time to attend meetings, and I must say the boys are showing a very good spirit regardless.

The following officers were elected for the year: President, J. D. Baker; vice president, C. R. (Pop) Freeman; recording secretary, Harry G. Renner; first inspector, C. J. Hicks; treasurer, S. W. Bliss; financial secretary, Harry Reisen; foreman, Louis Lueth; second inspector, David Manning; executive board, Lueth, Bliss, "Pop" Freeman and Renner; trustee, W. P. Smith; press secretary, Harry Renner.

The Florida State Federation are holding their convention at Miami on April 7 and Brother Reisen will represent this local. There will be a few legislative matters taken up and let us hope we can get that state compensation law going.

There is no work of any kind here now but the future may have something lined up as there are some hotels contemplated.

We are voting now on the referendum and here is hoping it goes over big.

The articles by our president in the WORKER are surely good reading and I hope the Brothers will absorb some of it.

Brother W. J. Banks has ventured out in the contractors' field and is doing business under the name of the Times Electric

Company. Here's wishing you success, Brother.

We put on an industrial exhibition last week showing all things that are made locally. Quite a show, I must say.

"Pop" and Charlie Freeman have taken a trip to Texas and they have done pretty well so far. More luck, "Pop."

Reisen, Bliss and I enjoyed a trip over at Tampa and paid a visit to the boys over there. Many thanks for the courtesies shown us, Brothers. Hoping I will be able to have some good news next time I will now sign off.

THE WOODCHOPPER.

L. U. NO. 317, HUNTINGTON, W. VA.

Editor:

Having been duly elected to the exalted position of press secretary, I thought it about time that I made my first effort towards letting the Brotherhood know that L. U. No. 317 is still in existence and has been enjoying a rather prosperous period. All of the local Brothers have been working and quite a number of others have been working on permit, some of them coming from the south, but for the most part from the tri-state region.

The majority of the Brothers have been working upon what is said to be the second largest locomotive repair shop in the world, which is nearing completion and most of the men were released yesterday so that our list increased in length considerably and there will probably be quite a number out of work for a while at least. There is some new construction under way but not enough to absorb the number who have been released, but since a number of members have expressed their intentions of going on the road for a while, we hope to take care of the ones who remain here shortly.

I am mailing under separate cover a photograph of the gang taken about three weeks ago. This was made after the force had been

cut about one-third or possibly more, as I am not positive as to just what was the largest number working on the job at one time. The background is one corner of the new Chesapeake and Ohio Railway Company repair shops, where there are about nine acres under one roof, with additional floor space by having two additional floors in a part of the building.

I hope to see this in the WORKER along with the picture and I am enclosing a list showing the names of all Brothers in the group.

R. A. PETIT.

L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

At our last regular meeting, February 7, 1930, we had the pleasure of having with us Brother Bennett, an International Officer, who has been working in the Miami territory. After he told us of the very distressing conditions he has seen, of the undesirable things that can happen in a local, and how powerless the International Office is, when it comes to correcting these conditions, he read a copy of resolutions, amending Article XXXVIII, Section I, by adding new paragraphs to read as follows:

"The International President is empowered to appoint a special constitution committee of 11 members (no two of whom shall be from the same local union) to meet with the International President and International Secretary, at the International Office, upon call of the International President, for the purpose of altering, amending or revising this constitution and the rules herein, as may be necessary to conform to the needs of this organization.

"When the constitution and the rules herein are so altered, amended or revised, then such shall be put in full force and effect upon notice from the International Secretary to the local unions.

"Nothing in this constitution shall be construed to conflict with or prohibit the carrying out of this amendment."

Local Union No. 323 wants the entire membership of the Brotherhood of Electrical Workers to know that we disapprove, and do not favor these resolutions in their present form. We do not like the steam roller fashion of putting them across, especially so soon after our recent convention. Did not these conditions exist at that time? Some mention of a change of this nature should have been made at that time. Brothers, when acting on these changes, make haste slowly, give this matter your serious consideration, think what this may mean to you.

We do not believe there are 11 men in the entire Brotherhood who can draft laws suitable for all jurisdictions, especially when, after they are drafted, the membership at large has no say in the matter. We bitterly oppose this kind of legislation, in such drastic forms. We want to co-operate and help build up a bigger and better Brotherhood, but above all we want everyone to be merciful.

FRANK PRICE,
Recording Secretary.

L. U. NO. 329, SHREVEPORT, LA.

Editor:

The main purpose of the union is to give the workers a representative agency in dealing with work problems. Work problems can be solved only by getting all concerned to agree on a method of working them out. The activity of the union is directed primarily to getting agreements.

The union must first gather into its fold the majority of the workers so that it can truly represent what is in the workers' minds, in order to assume responsibility for making an agreement for them to carry out.

Unless an agreement expresses what the workers think is fair and what the employers think is practical, those who enter into an agreement do their best to find a loophole or to end the contract.

The union must help workers to see what they need and how to get it. It must help workers to see how the union will help them to better business policies. It must supply union members with the information necessary to make decisions. The main agency of the union is the conference method; talking problems over so that each understands what the other thinks and why he thinks it. This method discloses points of difference on which further discussions bring a working agreement, usually a compromise.

After an agreement has been agreed to, the union has a continuing responsibility for seeing to it that workers carry out their part and that employers do not violate its terms.

As a theoretical question practically everybody will agree that a person who works for wages has a right to join a union or any other legal organization. But when an industry faces a situation in which its employees are joining a trade union, some managements begin to qualify such acceptance, while others say: "Of course you have a right to join, but if you do, you lose your job."

Now, if the right to join a trade union is a bona fide right, the employer who qualifies that right by penalizing the person who exercises it, is limiting the freedom of those who work for him. There are two, and only two positions, one can take with regard to trade unions, either they are constructive institutions, promoting progress, or they are not. The employer who denies his workers the right to belong to a trade

union stands in the way of social and industrial progress.

There are several men working on the Light Company job without cards. Most of them at one time were in the local. These men are troublemen and metermen. Some think they don't need a card; they are satisfied. But they don't realize the conditions they now have, which were made by members of Local No. 329. So at this time we have our charter open for thirty days and those who can't come in under such conditions haven't much knowledge or thought for the ones who made the conditions that now exist.

At our last meeting Brother Chas. Swaller, president of the Louisiana State Federation of Labor, gave us an interesting talk. One particular point was for increase of local dues, another was to send a delegate to the State Federation convention. So Brother Brass was elected to make the trip and there's no reason why we shouldn't have a nice report.

Brother Roy Henry, who works for the city fire alarm, fell from the tower wagon and suffered some bruises, but is able to be back on the job.

Brother Fred Michael is back in town and was presented with an Insull medal for saving the life of a fellow workman last fall at the state fair grounds.

There has been erected at Shreveport the largest and most beautiful electric sign in the entire southwest. Just across from the finest court house in this part of the country, this Sparco gasoline sign throws out a beautiful sight and offsets the corner of Texas and Marchal Street.

Spring has been with us for some time; the trees are all in bloom and the grass green. Most of the boys who were through here during the winter have started north.

ROY C. JOHNSON.

L. U. NO. 353, TORONTO, ONT. CAN.

Editor:

Local No. 353 is going to devote a considerable portion of its space in your valued WORKER to tell about the remarkable success and continued fairness to organized labor of David Dunkelman, a citizen of Toronto, who

19 years ago took a chance, invested his life saving of \$1,500 backing up a hunch, and today is president of a company with several million dollars in capital.

It is a pity that more of the great body of men who make up the ranks of organized labor have not the business acumen and daring that prompted David Dunkelman to stake all on his one big idea. For when men rise from the ranks of labor to the position of executives in a large corporation they always remember their own experiences while at the bottom of the ladder and are ever ready to meet their employees more than half way in every difference of opinion.

Mr. Dunkelman invested his \$1,500 in a small clothing store on Adelaide Street, in Toronto. He put a traveller on the road, and from the first he found that retailers were loath to drop old established lines to experiment with the product of an unheard of manufacturer. The weekly reports of his salesmen were so disconcerting that Mr. Dunkelman left his little shop in capable hands and took a tour throughout the province trying to push the sale of his product.

On all sides dealers would listen to his story of good values and prompt service, turning a deaf ear when the hustling young business man would bring forth his order blanks. Nothing daunted, Mr. Dunkelman, who is made up of that indefinable quality that knows no defeat, decided to eliminate the middleman and sell direct to the wearer.

This proved a happy idea. Returning to Toronto he reorganized his forces and as a starter rented a store at 245 Yonge Street, Toronto. This store, which is still doing a flourishing business was the first of 45 branch stores which today stretch right across the Dominion.

From the beginning young David Dunkelman made up his mind to be content with a small profit per suit, knowing that an immense turnover would most assuredly follow in the wake of his satisfied customers. He guessed right. Offering his suits to Toronto's young men at \$14.00 made such an instant hit that in three months he was able to open a store in Hamilton, following this with later branches in Brantford, Kitchener and other leading industrial centers of the



TIP TOP TAILORS' NEW HOME ON FLEET STREET, TORONTO. A MILLION-DOLLAR PLANT, WHICH WAS 100 PER CENT UNION AND THE ELECTRICAL WORK WAS HANDLED OVER A PERIOD OF 12 MONTHS BY NONE OTHER THAN BOB SMITH AND A DOZEN OF THE PICKED FUSILIERS OF LOCAL UNION NO. 353.



PART OF THE SWITCHBOARD AND TRANSFORMER ROOM OF THE NEW TIP TOP TAILORS' PLANT, INSTALLED BY SOME OF THE REAL OLD STANDBYS OF LOCAL NO. 353.

province. During his first year of mass production and synchronized marketing he made a profit of \$12,000. This has increased annually as his volume of output became greater, until in 1929 his company broke all records with a total sales figure of \$4,803,215.

Mr. Dunkelman attributes his phenomenal success to his good quality and low price slogan, and the constant insistence upon his sales managers that they make certain to satisfy every customer, even if necessary to refund money paid or replace a suit to a disgruntled buyer. This doctrine, of course, is fair enough and can only bring success.

Of course, all this mass production, which somehow makes me think of Henry Ford, could not be carried on in the little shop on Adelaide Street. The manufacturing quarters had to be enlarged as the business grew until in 1928 it was decided to erect a new plant. This is where organized labor came in for a break. The president, being a man who had plodded home after a day's hard work many times, just as the rest of us are now doing, made up his mind to have his work done under the supervisions of the unions, who would provide him with men capable of giving him a good job and later a market for his garments. It is a well-known fact that organized labor remembers its benefactor and every man who was employed in the erection of the magnificent million-dollar plant, which is the new home of the Tip Top Tailors is today boosting the product of that company and in very many cases actually wearing the suit manufactured therein.

Speaking about this building it can be imagined that any man possessing the business foresight shown by David Dunkelman would know better than to buy a lot, throw up four walls and a roof and go to work. After first selecting capable architects, Mr. Dunkelman visited all of the most modern clothing factories in the United States and Great Britain. Returning to Toronto they planned and built a factory which has all the good points of the others they had seen combined.

The building, which is of a type providing

plenty of sunlight and embodying such accessories as a cafeteria, a bowling alley, splendidly equipped, and an up-to-date little theatre, is not situated in any low value district, but right on Fleet Street, Toronto's new speedway and boulevard, and is next door to the Toronto Maple Leaf Club's baseball stadium.

Mr. Dunkelman has a young son, who, besides sharing in the executive burdens of the Tip Top Tailoring Company, is a hustling young Toronto athlete, who finds time to play baseball and help organize some of the many boys' leagues of the Queen City. All work and no play is not the motto of this successful business family.

There are pages more that could be written about the Tip Top Tailors' plant, but space does not permit. I want to tell all the boys who read this that this is the one and only large clothing firm in Toronto which has always dealt fairly with the officers of the International Building Trades movement in Toronto. That is why we are taking time out to say a good word to help those who have always been prepared to help us.

F. J. SELKE.

L. U. NO. 377, LYNN, MASS.

Editor:

"Did ya get paid?" "Yes, here it is." "How is that, only \$55?" "I didn't work Saturday morning, did I?" "Here I got the list made out for \$60.50, now I've got to cut somebody." "Did you figure in my month's dues, \$6?" "How in blazes do they expect you to pay dues when this is your first full week in three? Will you ever get sense? Don't talk that way to me." "I know, dear, but listen, I've got to protect my standing and insurance. What is going to happen to you and little Oswald if something happens to me? Today while working in the basement a guy dropped a five-horsepower motor from the roof and missed me by a whisker. Now if I had passed out you would have got a thousand berries—no questions asked, regardless of

creed or nationality. They don't even ask if you are naturalized."

"Too bad it didn't hit you; you're worth more dead than alive." "Oh, gosh, I wonder if all women are like that? All right, all right, now for 'crimony' sakes will you let me talk for a while? The other night our International Officer was down and he explained to the members the importance of keeping their dues up to date till I thought he would bust a blood vessel. He told the local cold turkey, just what they could and couldn't do."

"Was it Keaveney?" "Yes." "Well, he ain't paying your bills." "All right then, never mind the \$6, I'll go in arrears, and the next time I have a narrow escape it won't even be narrow; it'll be a bullseye and \$6 in the hand is worth more than \$1,000 in the bush and, furthermore, I'll be home about 9 o'clock Monday." "Oh, no you won't."

"Oh, yes, I will, 'cause our agent, Charles Reed, got orders to knock off any member what ain't got this month's dues paid up Monday."

"Well, here's your \$6. I'll let the man take back that tower flesh remover; it was only in on trial anyway."

E. A. MCINERNEY.

L. U. NO. 382, COLUMBIA, S. C.

Editor:

For the benefit of the traveling Brother, I wish to state, first, that according to the papers Columbia is on a terrible building boom. Take my advice and take this statement with a whole barrel of salt, as we have lots of Brothers loafing, and there is not near enough work in sight to keep half the Brothers here working.

On February 27, we were favored by a visit from President William Green, of the American Federation of Labor. He spoke to the legislators first, and in the evening to a capacity house at the Columbia Theatre. He gave us some real good gospel and lots of business men were very much impressed by his talk, and remarked they had never understood the proper meaning of organized labor as represented by the American Federation of Labor before. We are expecting a great deal of good from this campaign, which is being put on in the south. We surely do need it. Do you know the chambers of commerce of some cities actually advertise an abundance of cheap labor? Here's hoping the electrical workers are not forgotten, for we are pitifully few who are organized in this southland.

We all sympathize with Brother C. T. Gartman, who lost his wife a few days ago.

Say, we have drafted Brother Wells back as president, after an interval of several years. Bob Denny is the financial secretary; Brother Odom is still recording secretary and John Rivers, business agent, and a good set of officers I call them. Oh, I forgot, yours truly is second inspector. Had a stiff fight to get it though.

Why does Bob Denny hold his head so high? Why, he has a boy. He has girls (well, ask him how many), but this is the first boy. Congratulations, Bob!

F. B. GREENE.

L. U. NO. 392, TROY, N. Y.

Editor:

The next two months will be busy months for some of the members of our local union. We present a new agreement to the contractors for their consideration. The boys seemed to be very much interested as we had a good meeting. It was a called meeting. Then we will soon have our nomination of officers. Our election is in June.

We were grieved to hear of the death of

one of our loyal members, Brother Joseph Thomas Heyrood. He was a charter member and a loyal one, too; conscientious in his work and to his fellowmen; quiet and unassuming, he moved amongst us and his opinions of matters of importance were sought by many of his colleagues. He was quick to aid his Brother in distress and loyal to convictions and to his Brotherhood. We will all miss "Tommy" and he will always hold a warm spot in our memories. May his soul rest in peace.

Local No. 392 favors revising the constitution and the recording secretary will forward a letter to Mr. G. M. Bugniazet.

While on the subject of referendum, it would be a very good idea if the Brothers would have one on their own constitution. To be true to themselves, treat everybody alike, have no favorites, cliques, whisperings or ill feelings toward one another. There seems to be an idea that one must undermine the other to make himself solid. It seems to be human nature. While this exists there is always discontent and while we have members carrying news from our local meetings by night letters to their bosses we will have those conditions. I heard one contractor say about a man once, if he is not true to his local union he won't be true to his boss, and this statement has proven true ever so many times. This is not true of all members, for there are many loyal men, but it exists and in all localities. The old saying is, reform yourself first before starting to reform somebody else. If everybody did that it would be a good world. And another thing, attend the meetings. It may save you money in fines, for many things happen at meetings and ignorance is no excuse for a violation. It goes in law and it must go in the Brotherhood.

Another thing we have to contend with is false rumors. These come principally from our chamber of commerce. They build castles in the air for anything that is for the good of their crowd and a frost for anybody who would come to a town who would dare trespass against them.

In my mind there are some good men amongst some of the chambers of commerce, for they are out to get all they can, but I know that they are not with union labor. Politically they are, if a candidate is to be elected and then they bear some watching. But right down in their hearts the chambers of commerce are always against local unions, not for any of the local unions' principles, but because they want to hold wages down. They have their own ideas. The chambers of commerce will broadcast the big enterprises and good conditions in their community, but if you see any labeled "Troy," don't believe it. We have the 8 per cent and plus waiting. Nothing is stirring, and we are not a down in the mouth local either. We hope for better times and if we have them we will be glad to mention it. But broadcasting false rumors is circus play.

Although we have over the 8 per cent idle, we are suggesting that a revision should be made in the clause (without a nigger in the woodpile). Those little petty technicalities.

We congratulate Utica Local Union No. 181 on its new license ordinance. We hoped for it. Let us make it statewide. Do away with the handy man, chauffeur and the man not capable of proper installations.

On page 74 the February issue of the WORKER shows proper and improper installations. I will say we have them in our locality, and it is the fault of the men themselves. If the work was turned over to the inspector of the board of underwriters we would not have those conditions and we would have better conditions and more work. The men sneak in and do a job and laugh because they got away with it, only cutting their own

throats and lowering the craft to the level of a handy man or a botch. Remember, Brothers, that yours is a profession and you should uphold your craft. There is no guess work (such as a doctor's), you must produce and you have no undertaker to cover your mistakes, your only chance is botch. While you keep that standard of work the contractor will figure such and he will duck the inspection; also, pass a law and make it compulsory. License the men and punish them for violations. The time, the present. Start at once.

JNO. J. SHEEHAN.

L. U. NO. 400, ASBURY PARK, N. J.

Local No. 400 has had one of the most prosperous years in its existence, and the Brothers are looking forward to a good year for 1930.

At the annual election of officers, the same officers were elected for a two-year term, in accordance with the amendment to the constitution, namely: President, John Newborn; vice president, Harold Coleman; treasurer, William Erickson, financial secretary and business agent, O. B. Winterstella; recording secretary, Erving Coleman; foreman, Jack Solly; inspectors, "Ha Ha" Neafie and Russell Kessler; trustee, Louis Parker; members of the executive board, Michaels, Beckett, Van Nest, "Scotty" Hayes; and yours truly, press secretary.

April 1, our new agreement with the contractors comes up; we intend to stick for \$13.20 and the five-day week, if it takes all summer.

At the last regular meeting a number of the Brothers spoke of the inspiring articles by President H. H. Broach, the wonderful educational work inaugurated by Local Union No. 3. The WORKER is like good whiskey, it improves with age.

The sick committee, under the chairmanship of Brother J. A. Kraemar, presented a petition assessing the members 20 cents a month and 50 per cent of the fines levied for non-attendance and delinquent dues. This fund to be set aside for the relief of sick and needy Brothers. This petition comes up for the third and final reading at our next regular meeting.

Work is slowing down at the present with a number of the Brothers sitting on the bench.

PERCY SCISCO.

L. U. NO. 406, STRATFORD, ONT., CAN.

Editor:

While Stratford as a city derives its name from the home town of Shakespeare, I am afraid Local No. 406 does not contain any modern Shakespeares, consequently I find myself delegated to introduce our local to the readers of our JOURNAL.

It is to the benefit of every individual to stop occasionally and take an account of his various activities and to ask himself whether or not he is getting the results he desires.

Similarly, I take it, it is the duty of a local to have an occasional stocktaking to find out just how much it has to its credit, either in actual achievements or in honest endeavor to grapple with the problems which confront them from time to time.

Some of our members, I am afraid, have yet to realize the important part that a trade union plays in the modern industrial world.

Those of our members who take an active interest in the work of our local have been fully alive to their duties, both to themselves and to the rest of the members of our local who seemingly are too busy to take an interest in their own welfare.

Delegates represent our local in the Federated Crafts, Co-operative Committee and

in the local Trades and Labor Council.

One of our members, Brother Fred Bradley, all but succeeded in winning a seat on the Public Utilities Commission at the last election. A representative of organized labor on this commission in this city could do much for the hydro members of our local. We hope that next year the members will try again to get representation, so that our point of view can be presented on the various discussions of the commission.

At our next meeting we are again to have the privilege of having our worthy vice president, Brother Ingles, with us. Brother Ingles always supplies those who listen to him with enough enthusiasm to go forward with renewed vigour to the many little tasks which active participation in trade union work, calls for. Remember, Brother:

"We live in deeds, not words,
In thoughts, not breaths,
In heart throbs, not in figures on a dial.
He lives most who thinks most,
Feels the noblest, acts the best."

K. COCKBURN.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

This is from a little Spanish town, but we are surely on the map. Well, Brothers, we had one of our grand officers from Frisco pay us a visit. He is very well known in L. U. No. 413, but when it came to giving the pass word, he was three months behind, but he still possessed the same old line that he had years ago. We indorsed his resolution to revise the constitution of the U. S. I. B. E. W. and I believe some good will be accomplished.

Now, for a little home talent: Brother Milton Cusack surely is a busy guy. He holds down the building trades council and L. U. No. 413 and also runs an old Ford. Say, if Wrigley could only see him running a base ball game he would break his bank account.

This is surely a lucky Spanish town. We have a few millionaires here. One gave us money for a breakwater costing \$500,000. He has a big yacht. Another gave us a fine bath house and equipped it, and now one wants to give us a zoo—a large and costly collection of all kinds of wild animals, valued at half a million.

I see Brother H. H. Broach selected a Brother from Baltimore for vice president. Looks to me like he might have looked out west. We have some good timber here—you can drive a car through them. Just the same, look at H. Johnson and President Hoover—you can't beat them.

Now about the Boulder Dam. I hope you fellows that are out of work are following the line of bull those fellows are peddling. They have had three meetings. One at Reno, which is famous for divorces, and even then they could not agree. Some of the wise guys get loosened up, but still the Boulder Dam did not get a shot. I think it is time to cut out the bull and start the job. I know it will be a God-send. This seems to be purely a matter of how it remains for someone or somebody to interpret the law.

Well, fellows, we had a meeting of wiremen and contractors, and one of the electrical wizards, representing the national electric code. He sure can draw a lot of wiring diagrams on the blackboard and has a good line. He got a load off his chest; too bad he was called and had to sign off, but Brother Dobson was rearing to go, and he made a few diagrams and then we all woke up. Well, I guess it did some good, and we were glad to see so many of the Brothers and sisters attend, and don't forget, next

Sunday, babies will be baptized at both ends.

Brothers, I get a big kick hearing the snow-diggers tell what's happening back east, but me for the golden west—out west where the Boulder Dam will begin to give a full dinner pail for a multitude.

W. H. WELCH.

Editor's Note to April Letter of Local Union No. 413

[Editor's Note: This Brother might well learn the law before offering his criticisms. He probably does not know the constitution requires vice presidents shall come from seven different districts, with one vice president elected at large. Vice President Hull came from the fourth district. On his death his successor had to be named, according to the law, from the same district.]

L. U. NO. 429, NASHVILLE, TENN.

Editor:

My last letter to the JOURNAL from Local No. 429 was a little late to get to the press so I am going to get a head start this time and it will be impossible to give you any last minute news.

To start with, our business manager, J. J. Timothy, who is very busy these days organizing the contractors and wiremen, has signed the Warner Service Company, of Knoxville, and will be ready to place men on the various jobs as soon as they are ready.

It looks like we are going to have a very good year here but since the weather has been so bad things are a little late getting started, and by the way, Brothers, we have lots of men here to fill the jobs so don't think of coming here looking for work as our funds are very low and it would be impossible to help you out.

The Garment Workers Union in Nashville are asking help, owing to the fact that so many inferior prison and rat made garments at much lower prices are being sold in southern states. So as not to see this organization of 400 members cut or even turned out on the streets it is their desire to ask all Brothers to help them along by buying more and better O'Bryan Brothers duck-head overalls. Thanks, we are organizing the south.

THOS. E. HANSOM.

L. U. NO. 430, RACINE, WIS.

Editor:

Another month has passed into history and, although we are not all working, conditions are on the up-grade in Racine.

Our newly-appointed city electrical inspector is doing what he can to whip things into shape in his department and it is rumored that we are to have a new federal building, a new court house and a new city hall. We of Local No. 430 hope that these wonders come to pass.

Even if we are short of work our gang surely does have lots of fun. On February 15 our entertainment committee, headed by Brother Don Sandy, and assisted by a group of our ladies, put on a regular humdinger, by hick-hick-hick'ry.

There were dancing, decorations and dining to satisfy the most particular. (Of course, the women did half the dancing, most of the decorating and prepared all of the eats—in fact, the women co-operated wonderfully.) Brother Don is to be praised. Besides running a very nice party he was forced to take up weapons in order that some of the punch was saved for the latter part of the evening. And, oh, what punch!

Hey, Brother Cameron, of L. U. No. 418, how do you get that way? Isn't winter bad enough without having it rubbed in? We of

Wisconsin don't have to imagine Christmas but we do have to kid ourselves into thinking that we are warm at times.

The Racine Trades and Labor Council has gone "on the air." A representative of the various locals "tells the world" about organized labor in general and his craft in particular at 7:30 each Monday evening over station WRJN. We don't know when our turn is coming but we bet the "sparks will fly."

Here's hoping for a constitution that we can use. That will be all for this month. Best wishes to all wire jerkers, wherever you may roam. More later.

BILL PETERSON.

L. U. NO. 545, ST. JOSEPH, MO.

Editor:

Our President Broach has tersely said: "We have to deal with humans as they are and not as we would like them to be." I think that accounts for the attitude of some of our Brothers towards our new by-laws. As I remember it those by-laws were read no less than five times. Three of those times were at special called meetings. They were argued and discussed and finally unanimously accepted, sent to the International Office, approved and unanimously accepted again and all were happy and anxious to have them put into effect. But

now that they are in effect we take exception to them and threaten to do this, that and the other thing if any one attempts to enforce them.

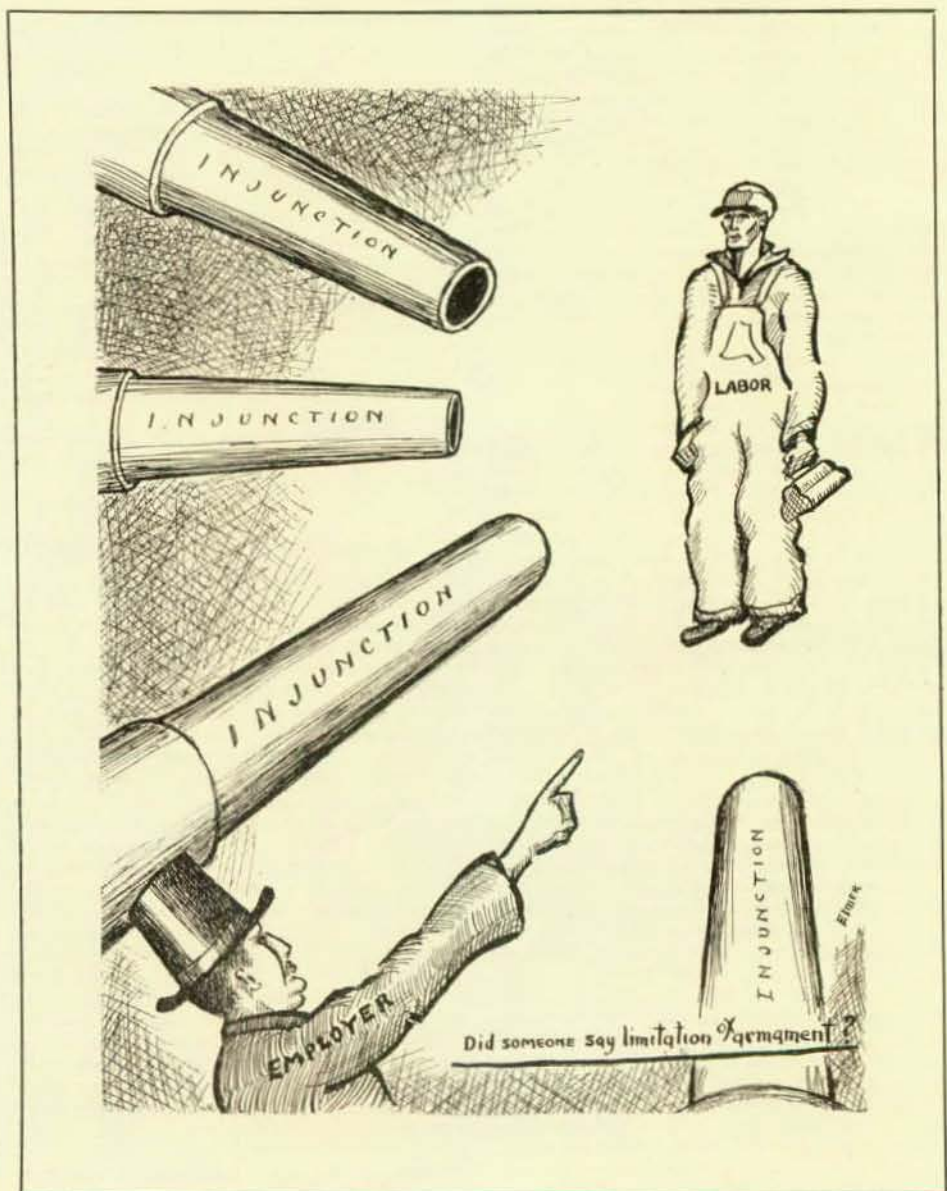
Brothers, we argued the merits and demerits of these assessments over and over again and decided and voted that rather than have our dues raised \$1 a month we would assess ourselves 50 cents each night we were absent from meetings.

It was the consensus of opinion that if any Brother had to miss a meeting 50 cents would not hurt him, regardless of the reason, so we struck out our old clause of "a good excuse being accepted by the executive board." But as our President Broach said about the patient taking the doctor's medicine, "Oh, what a howl we put up when we have to pay" and we commence to cite that this, that and the other thing are not legal.

Now we are all old enough to know that legally we can't be made to pay our monthly dues, legally we can't be made to pay any assessment of any kind, shape or form assessed by any local union. But morally that is a different proposition.

You can't run a local for nothing; it takes cash and it also takes manhood, real honest-to-goodness manhood; as Brother Buzard says: "You have to get right with Jesus."

If our obligation meant anything to us



years ago when we took it, it should mean just so much more to us now. If we voted for this assessment we are having no injustice done us when we violate this rule and have the assessment levied against us. And you do not have to tell where you were or what you were doing the night you failed to attend; the local does not care. You voted to pay the 50 cents if you did not attend. Is your word worth 50 cents or can it be bought for less?

Manhood is the crying need of organized labor. The more of it we have within our ranks the less cash we need, but lacking manhood we have to have more cash.

If we do not intend to do a thing, then why do we vote for it? If we are not in favor of it, do not think it right, or just, or to our fancy, vote against it; have enough intestinal courage to vote the way we think and see things. If we can't think then don't vote.

But remember, that in this "land of the free and the home of the brave," in the good old U. S. A. and especially the state of Missouri it is and always has been considered the mark of a gentleman to abide by the rule of the majority and more so if you happen to be one that voted with the majority.

Well, that's that.

The boys who were fortunate enough to be able to sneak off early March 20 hid themselves to Kansas City to attend the second annual banquet of the Apprentice Club of L. U. No. 124. They returned some time Friday loud in their praise of the royal welcome they received at the hands of the Brothers at Local No. 124. Kansas City has a real live bunch and when it comes to putting on a banquet they know how. We hope some day to be able to return the favor.

Brother Broach, we hope some day in the near future that you will be able to be with us and give us a talk, for we are with you 100 per cent. Those of us who have followed your activities closely know that it would have been impossible to have selected a better person to fill the high office you now hold.

Here's hoping that nothing hinders you in your march to victory for organized labor.

E. R. SAXER.

L. U. NO. 619, HOT SPRINGS, ARK.

Editor:

Well, here goes little old L. U. No. 619 on the air. I suppose it will surprise everyone, for this is the first letter in ages. But, boys, 619 is getting on her feet and wants to tell the world about it.

Our conditions here are excellent now and we are striving manfully to put through a new city ordinance and get a full inspector. We can't seem to get our good citizens to see the benefit of a good ordinance, but, boys, we haven't given up the fight yet—not by a long shot.

We just completed a big job last fall on the old Eastman Hotel, now known as the Kingsway Hotel. We have all the shops here and the maintenance of one of the finest hotels in the south, the Arlington Hotel.

At the present time we have 21 members in our local, but I think we are going to have to think up some kind of punishment to get some of the good Brothers to attend meetings. Can anyone give us a good suggestion? We would appreciate it.

Since the first of the year, things have been slack here, and at the present time, two of our boys are loafing, but hope they will be working soon.

Our officers are as follows: President, E. W. Kincannon; vice president, Guy Parks;

Buchheit; recording secretary, Webb Howard; foreman, Gene Walls. The board of trustees consists of E. W. Kincannon, Webb Howard and Herman Buchheit.

This local was very much grieved to learn of the death of our worthy Brother, President James P. Noonan, but we feel sure that Brother H. H. Broach will fill the office and make the I. B. E. W. a bigger and better organization.

Well, Brothers, this is my first try at writing, and I am ashamed of it after reading some of the other correspondence, so I will tape up the dead end for this time.

WAYNE BLAHUT.

L. U. NO. 640, PHOENIX, ARIZ.

Editor:

Out of the desert came Phoenix, and into Phoenix is coming stronger and better organization, the electrical workers seemingly taking the lead of all crafts.

Due to a lot of extreme and picturesque advertising, hundreds of people flock to Arizona, expecting to find true all of the golden opportunities they see in nice colored booklets put to the public by concerns which have land to sell, or transportation companies, which give cut rates on tickets to this state.

It is well enough for those who are able to buy land or other real estate or those who are able to travel at their own leisure to take heed to these advertisements, but the man who depends on his week's wages for a living should use his head.

Many health seekers as well as wage earners flock to Phoenix yearly, a great part of them unorganized, penniless, and with no dependable means of a comfortable livelihood. A number of these people will grab anything that means another meal, which, of course, makes the fight for better conditions much harder.

With all of our obstacles we are gaining better conditions day by day. In the last 18 months, with the hard work of our International Representative, Brother L. C. Grasser, and the wonderful assistance of Brother F. W. McCabe, we have done wonderful work, not forgetting the co-operation of our staunch membership.

We hope to keep the bigger part of our membership off of the bricks the remainder of 1930.

L. R. POPE.

L. U. NO. 666, RICHMOND, VA.

Editor:

Just a few words to let the Brothers know what is going on "down where the south begins." Work here is very scarce; in fact, we have so many out at present that the I. O. has been notified that we cannot accept any travelers until further notice. Our building program has not matured as well as many of us hoped for in the early spring. We would very much appreciate it if some of the other locals would suggest some means they may be using to help the Brothers over this almost national depression.

I would like to inject one bright ray into these gloomy thoughts, if I may, by saying that the general assembly of Virginia has given the governor power to elect a committee to investigate the benefits which may accrue by taking the compensation out of the hands of the insurance companies and putting it in the hands of the state. As the writer understands it, this will mean more compensation for us and less in premiums to be paid as the fund grows in the state treasury, or at least this is, I believe, the way it works out in other states where this has been tried. Also we have gotten amendments to the compensation law whereby we may now get a \$14 maximum and a \$6 minimum

compensation. This will equal 55 per cent of wages, with only seven days of waiting time; also, the medical attention is to be left to the discretion of the labor commission. I believe this means medical attention for 108 days with an extension if the commission sees fit.

Quite a few of the Brothers are working out of town and Local No. 666 would appreciate it if our Brothers all over the country, as they meet them at work or on the road, would give them a word of cheer; a word of cheer and a good old-fashioned slap on the back clears many a gloomy sky. In closing let me remind you not to forget your referendum ballot. Now let's give the WORKER a great big hand, for it's surely a great little paper.

ELLERY P. WINGFIELD.

L. U. NO. 675, ELIZABETH, N. J.

Editor:

The JOURNAL is demanding more attention of the rank and file lately, which seems to be a very good sign. The up-to-date manner in which it is handled has contributed more to stimulate this interest than anything else. The contributing articles by Brother Broach have indeed injected the punch that was needed. It has given to the smallest hamlet as well as the largest city the information that is so necessary to the workman to keep abreast of the rapid growth of the trade.

Local No. 675 has endorsed what might be termed a step toward revolutionizing trade terms in the industry. When you consider that automobiles change styles which tend to stimulate the business it doesn't seem so impossible for the electrical trade to work on a similar basis. Some of us have used the same terms for years and chances some of us will continue to use them. But, since an electrician is considered in the professional ranks it behooves him to use professional terms. Well, anyhow here is what the contractor and journeyman in these parts will use in the near future. Instead of center outlet and switch to control same we will say "ceiling fixture circuit connection with single control"; and instead of outlet for side bracket we will say "side fixture and circuit connection"; and instead of outlet for base plug we will say "convenient receptacle"; and instead of three ways we will say "duplicate control." These terms can be improved upon but we believe it is a step forward. So, Brothers, if perchance you should hear some member of Local No. 675 using these terms don't think he is upstage; he is merely following the custom of the community. However, it does not happen to an old Spanish custom.

A great deal of interest is centered on the country-wide prohibition poll. While New Jersey is generally considered wet, being almost entirely surrounded by water, we note to date several states not in the same geographical status as New Jersey are just as wet. And it is the general opinion that the country will be no better just as long as this unpopular law is in effect. It is no uncommon occurrence to hear a judge pronounce sentence on one who has violated the prohibition law and as soon as court has adjourned to go out and visit a speakeasy. We forget the human element in our courts of justice and it is just as the eminent Dudley Malone has stated that some of our judges have made more serious mistakes in the administration of justice than we are wont to admit. But whether we are wet, damp, dry, or bone-dry, we should not encourage drunkenness in the business of our organization. Our last election had a taste of this kind of business and it hasn't left a favorable impression.

While on the subject of election allow me

to introduce our present officers: F. T. Colton, president; W. Marshman, vice president; V. J. Tighe, recording secretary; Jesse Wagner, treasurer; L. Rankin, financial secretary; G. Froehlich, foreman; S. Berg, first inspector; R. Zingler, second inspector; executive board, J. Pender, W. Higgins, R. D. Lewis, E. Conk, J. Rigby and G. Froehlich.

Now that Commander Byrd has made a claim on the South Pole for the United States and England making the same claim, some of the boys are wondering when we will go to war over a couple of feet of ice. Well, maybe the naval parley will take care of it but there is a grave doubt that it will not because it can't take care of itself.

TIGHE.

L. U. NO. 713, CHICAGO, ILL.

Editor:

As the saying on the job is "another day, another dollar," so it becomes us scribes to say "another month, another letter to the JOURNAL." If we were all like some of the press secretaries (not slighting the editorial staff in any way) in not sending in letters our JOURNAL would not be what it is today. I have never been ashamed to pass my copy on to members and officers of other crafts, receiving from them very favorable comment when compared with their JOURNALS.

I have noticed many of the letters to the JOURNAL dwell on the foremost issue of the day (as far as the working classes are concerned), unemployment; and with it suggestions as to the methods to cure this evil. Chicago has not been slighted a bit, as we have had and are getting our share or rather more than we expected, not alone in our craft, but in all trades, not forgetting for a second that President Hoover was not elected on a full dinner pail platform.

I note what Brother Wm. F. Mittendorf, of Local No. 212, states in last month's issue, re the discussion of the unemployment situation on the streets, in shops, etc., and was kind of surprised as I have always thought Local No. 713 was the only local of the Brotherhood which had this evil, and how. I cannot help but agree with him in the employers taking advantage of such a situation and wish to go a bit farther although it has no bearing on union men. If a person will keep tab on the shipping and employment agencies they will see that when there are a vast number of workers out of work the pay is low but when little or practically none are available the pay goes up and they, the agencies, always seem to be a barometer to me as far as employment is concerned.

It seems the shop locals are in a very unique position in our Brotherhood. Leaving out the railroad locals (of which there are around 34), there are but six shop locals in the entire Brotherhood as listed in the last directory. With this in mind it would seem logical that no complaint on unemployment should come from a shop local; but alas, it has to be, and why? I can state it in one short sentence: Laxity in demanding the union label. Another thing while on this subject, we all wish to have our trade 100 per cent or close to it organized and one of the best organizers, as far as we shopmen are concerned, is the union label.

JOHN A. JACKSON.

L. U. NO. 731, INTERNATIONAL FALLS, MINN.

Editor:

We have managed to get through another long, cold winter without any unusual discomfort, and now that we are seeing signs of approaching spring we can rejoice in the prospect of soon being relieved of the burden of big coal bills. However, in this northern country winter always lingers in the lap of

spring, as the poet puts it, so it may be in order to generate some genial warmth by a little discussion.

I have read with appreciation those crisp, thought-provoking utterances of President Broach. I was particularly interested in his remarks on prohibition, and those provoked me to do some thinking on that question. As I am not aware of any law prohibiting in this free country the public expression of opinions at variance with those held by good men in authority, I beg leave to give expression to my thoughts through the medium of our JOURNAL.

Prohibition is a very inclusive word. It represents a principle that is embodied in well nigh every law on our statute books. We learn from Blackstone that civil law is a rule of civil conduct prescribed by the supreme authority of the state, for the promotion of what is right, and the prohibition of what is wrong. We have laws prohibiting murder, theft, forgery, perjury, indecency, adultery, sale of narcotics, and so on. We have learned from sad experience that prohibition of crime does not prevent crime. In spite of all our prohibitory laws crime of all kinds is committed every day. It is reported that in one American city alone 500 homicides are committed every year. How awful! And more awful still is the fact that in a crime survey several other U. S. cities reported more crime in proportion to population than the city just referred to. Our prisons are filled with criminals, many of whom are of tender years. Even some law enforcement officers are not free from criminal offenses. It is reported that San Quentin prison now houses a former prosecuting attorney, who, after securing the conviction of thousands of criminals, was caught in the toils of the very laws he was paid to enforce. No wonder the prisoners laughed uproariously when they were informed of the conviction of their former prosecutor.

Notwithstanding these glaring facts, some people are demanding more prohibition; namely, legislation in South Carolina prohibiting child labor in cotton factories. What folly! Have they not been told that prohibition is a farce? If it has failed to stop drunkenness, gambling, murder, robbery and other evils, how can it be expected to cure the evil of child labor? But someone exclaims, it has worked successfully in other states. Yes; but such a law would interfere with the personal rights of the manufacturers. Have they not the right to get labor as cheaply as possible so as to earn bigger dividends for their shareholders?

These prohibition laws are a nuisance, a pest, an unwarranted interference with men's liberties, profits and pleasures.

Just think what annoyance is caused by our traffic laws, all of them prohibitory! What joy killers they are! Haven't we any sympathy with the motorist who is trying his new high-powered car on a paved highway? What a thrill he gets out of his ride at 60 miles an hour! How horrid to have that thrill changed to fright at the sight of a traffic officer! What an outrage to have him fined \$50 and costs for the joy of speeding! Are we surprised that he curses the abominable prohibition law that interferes with his pleasure?

Since prohibition fails to prevent crime and is voted a pest and nuisance, why not do away with it entirely? Why not repeal all restrictive laws? Let men have their fling. Let us resort to the rule of the jungle, where the race is won by the swift and the battle by the strong; when the only law is the law of the survival of the fittest. It appears that this old earth is over populated. There are millions of men out of employment because there are not enough jobs to go

around. Let a few millions of weaklings be killed off so there will be a chance for the survivors to have a good time free from undesired interference.

Thus did my thoughts run. But perhaps I was not thinking at all, only dreaming. Well, dreams sometimes come true. Perhaps on sober thought it may occur to us that the greatest liberty is found in obedience to restrictive laws. Man is a social being and cannot live to himself. One's own happiness and that of others depends upon each having due regard for the well-being of his fellows. Were this rule observed the man who likes his daily glass of beer, wine or spirits would gladly surrender that for the benefit of a weaker Brother who cannot drink in moderation; the man who loves the thrill of speeding on the highways would forego the pleasure for the safety of others; and the employer of labor would be satisfied with smaller profits in order that his employees might receive a just reward for their services. A wise rule of conduct is that expressed by an ancient philosopher, when he said: "Wherefore, if meat make my Brother to stumble, I will eat no flesh for evermore."

C. S.

L. U. NO. 773, WINDSOR, ONT., CAN.

Editor:

At our last regular meeting all of the boys enjoyed themselves immensely. And there are two ways in which to enjoy a bull fight. One being to sit on the comfortable seats of the amphitheatre and watch, and the other to enter the ring and be the bull. For several months we have had no initiations, the new members being obligated and told to wait and use their imagination. However, the wait was more than rewarded by the ingenious contraptions so alluringly placed in the path of the goats. I would need to have the mind of a Dante to adequately express the feelings of some of the boys who (willingly or otherwise) helped to make it such a success. One remarked that only the machinations of a devilish mind could conceive of such diabolical devices. However there was no horseplay, and after the meeting we enjoyed some refreshments.

A few weeks ago a branch of the Workers' Educational Association was formed in Windsor. It is to be hoped that a goodly number from L. U. 773 will avail themselves of this opportunity to assist themselves and in so doing, strengthen the Brotherhood. Knowledge is power and the social status of a union is only what its individual members will permit it to be. The W. E. A. branches elect their own officers and decide what course of study they want to take up. It is sponsored by the University of Toronto, who furnish competent instructors for each class of twenty or more one night a week. It is available to all workers, but particularly to organized labor, the aim being to present the unfair industrial situation of today and to prepare the worker in organizing himself intelligently to demand his rightful share of what he produces.

The subjects include trade union law and civics, public speaking and economics. This may look dull and uninteresting, but the men who are sent out by the university are in sympathy with the labor movement, and present their talks in an interesting manner, knowing that this knowledge in the grasp of every worker will bring sure results. Each and every one of us have got to face the future and by that I mean the next five years. This is no seasonal depression we are experiencing. It is one of the growing pains in the swift transformation of our industrial life. And labor

always takes the pains. We have got to know why we suffer, and then plan and act in unison to continually keep our equilibrium during these changes.

The real reason for the present distress is the fact which Brother Hurd, of Local Union No. 134 stated in the JOURNAL under "Electrician Views His Job and Forces Beyond," March issue. Two per cent of the people own 60 per cent of the wealth. Keep thinking that over every day for a week, Brothers. Brother Hope and myself are both on the executive of the local W. E. A. and would like to see some good classes started in the autumn as the present term is almost over.

I seem to be all worked up about education this issue, Mr. Editor, but it brings results. A few weeks ago the local purchased a fire pot and the boys secured odd

lengths of lead cable with a view to teaching every member the art of wiping a joint if he desired to attend the classes. It is so arranged that about six make a class and the first class is about ready to get their diplomas or leather medals. This works fine as everyone has material to keep him busy and the instructor can watch things pretty closely. A new class will begin shortly to be followed by another until all shall have had their chance. This is a job on which many electricians have never had any experience, and it is coming into greater demand every day. When we ask for more money we want to be able to back up the demand with the guarantee that we can supply men to do any kind of electrical construction or maintenance work.

EDWIN G. DAVIS.

SECOND IN THE SERIES

Alec Trician Says:

"You would not take off in an airplane with an "unskilled" and "unlicensed" pilot. Why take off on a wiring job with an "unskilled" or "unlicensed" electrician?"



Trade Union Electrical Craftsmen

are skilled and licensed electrical pilots and your property as well as the lives of your family is safe from the fire hazard of defective wiring, if you

see to it that your contractor employs UNION ELECTRICIANS to do your Christmas wiring.

The Large NESBIT GARAGE Was Rewired by TRADE UNION ELECTRICAL CRAFTSMEN.

This is the second of a series of advertisements sponsored by Local 284 International Brotherhood of Electrical Workers.

L. U. NO. 817, NEW YORK, N. Y.

Editor:

Local Union No. 817 is again busting into print in the WORKER, after most of the New York Central boys have lined up before the altar of initiation; and they are lining up at nearly every meeting.

L. U. No. 817 is now the largest railroad local in the Brotherhood, containing nearly 500 members. Under the administration of our new officers elected for two years last December, steady progress is being continued toward 100 per cent organization on the New York Central lines, embracing the whole of the electric division terminating in Grand Central Terminal at 42nd Street New York City.

Alban J. Fee, president, is our "skipper" on the bridge of 817 as its "crew" sail over the road in the pursuance of their work; while Benny Lange, as financial secretary, acts as "purser," collecting the dues, etc.; Frank Panzer, recording secretary, keeps the "log book," and Abe Opkins holds the dough bag as treasurer. The management of the electric division of the New York Central lines is displaying a friendly and progressive attitude toward the organization, and is fully cognizant that co-operation with the men is one of the principal keys to good service on the part of the railroad, as it is the commodity which the railroad sells to the traveling public, and the freight and express shippers.

We are also indebted to the able assistance of International Representatives Robins and Woormer for the continued success of our organization campaign now being pushed by President Fee to achieve 100 per cent membership of all electrical workers employed on the New York Central lines. We expect to have more detailed information in regard to the success of this campaign in the near future. Thanks to the co-operative spirit on the part of the management, the membership of the local has sustained only a few layoffs and furloughs on account of the present business depression now prevailing over many parts of the United States.

On the whole the boys are optimistic as to the future and they are planning an entertainment as a means of giving vent to some of their optimism. We are also planning to show our appreciation to Past President Thomas Leach for his work as an organization man, and "Tom" will learn the details later.

The Central has commenced extensive improvements in the freight service and freight terminals on the west side of New York City which will cost over \$100,000,000, and we have arrived at an understanding with Local No. 3, whereby they will work in co-operation with L. U. No. 817 on such portions of the electrical work as the working agreement and constitution permit.

Electrical railroad work is a special class of work, requiring a special knowledge and experience, which can only be acquired over a period of time.

W. A. CRAFT.

L. U. NO. 912, COLLINWOOD, OHIO

Editor:

'Tis said the railroad locals do not let themselves be heard in the WORKER, so take notice brethren, Railroad Local No. 912 is on deck again. I had an article in January but lost my pencil in February.

Since my last writing we have enjoyed several visits from Brother Slattery, who spoke feelingly on organization and working conditions, also mentioning the whistle blowers local and shovel stiffs.

We have taken in six new members in spite of having a number of men on the

furloughed list and hope to get some more if the rumors of a six-day week for round-houses and yards proves true. This will take care of our needy Brothers now walking the streets and increase our membership considerably. We seven-day men will also reap the benefit of a rest day every week with opportunity for rest and recreation.

The time is drawing near for the System Federation Convention to be held in May at Windsor, Ont., so get up to meeting, Brothers, and instruct your delegates. Now is the time to air your troubles and get some action at the convention.

BILL BLAKE.

L. U. NO. 1029, WOONSOCKET, R. I. Editor:

Since my last letter to the WORKER in January several things have taken place here in Woonsocket that affect the Brothers of Local No. 1029.

First, the Rhode Island Ice Company's new plant has fallen into the hands of an unfair contractor, the E. D. Ward Construction Company, of Worcester, Mass., who have the building under construction. As yet we do not know whether the electrical work has been given out. Business Agent Thomas Martin, of the building trades, worked hard to put the job in line, but was unsuccessful. The Ward Company has had out of town bricklayers and carpenters at work and the unemployment situation here is very acute at present.

Second, our electrical contractors have become 100 per cent organized. Whether they have read the "handwriting on the wall" or whether they anticipate a large amount of construction work this coming summer is hard to say but for the past six months we have had new applicants in two's and three's initiated into the realms of the Brotherhood until our membership is now well over 40.

Even the press is extending a helping hand to our organization by giving us space in their daily papers.

And now a little from the inside: Brother Charles Keavney, I. O., attended our regular meeting of March 10, coming here from New York, where he had been in attendance there; although quite tired, he presided at the meeting and advised us in drawing up new agreements which will go into effect May 1, with a raise in pay, which we have much needed, although we are unable to acquire the five-day week. Brother Keavney also gave a lengthy talk on the welfare of our organization.

Brothers Trainor, Martel and Fitsimmons, of Local No. 192, visited us on the occasion and gave a talk on conditions existing in their city.

Brother Fitsimmons had been at work on the Hospital Trust Bank building; he has returned to Pawtucket for other work elsewhere and we miss him.

Brother Finnigan, of Local 103, is with us installing the protective system in the banking quarters for the Bankers Electric Protective Company.

Although work here has let up and a few members are temporarily out of work, it looks as though they are resting up for a good stiff grind all summer.

L. F. ESTES.

L. U. NO. 1037, WINNIPEG, MAN., CAN.

Editor:

Another month rolls around, bringing with it a very interesting issue of our JOURNAL for March. There is so much in it that I hardly know where to start. Where has Brother Broach been all those years that we had to wait until he was president

to get him started to write? Well, one never knows what one can do until he tries.

A movement is at last on foot to revise the constitution. It's a fine move. Whoever started it deserves commendation. I hope that the revising will make it smaller instead of larger. While they are at it it wouldn't do any harm to cut the ritual in half or maybe more. A trades union is not a fraternal society and all the oaths that a man would swear to in joining the union would never prevent him from breaking them and turning into a rat or scab on a job or anything else rotten if he makes up his mind to do so. If a man isn't worth his own word he isn't worth anything and a promise isn't worth anything if the will to do the right thing is missing.

I see that the "Duke" is worried over what the Gruntus did with the dirt he dug out of the hole that he dug through the earth. Well, Brother "Tip," I also wondered but I didn't want to show my ignorance like the "Duke," so I didn't say anything last month about it, but the way I figured it up was, that he threw out six feet of dirt on top of the ground and with the six-foot hole to work on, he dug ahead, and packed the dirt behind him. I would suggest, Brother Ed, that every press secretary send in their guess, that the author of the poem be sole judge as to which is the correct solution and that the winner be awarded a prize of a bunch of carrots garnished with garlic. What do you think, Duke? No offense meant.

IRVINE.

Women's Auxiliary

WOMAN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

Some one has said "Never tell a woman anything you don't want her husband to know." Now it is a poor rule which will not work both ways. Somebody told someone else about doings in a recent meeting of L. U. No. 108, for the rumors have reached the writer that the Woodchopper, of St. Petersburg, and a couple of his colleagues visited Local No. 108 and ways and means of starting an auxiliary were discussed. Come on over, sisters, and we will be glad to tell you how we got our start. We meet at 105 W. Woodlawn Avenue on the first Thursday night of each month, and your escorts may visit the local at that time.

To tell the truth we are rather anxious to see St. Petersburg organize. We think we might have some good times visiting each other. Speaking of auxiliaries, we are wondering why there has never been anything in the WORKER from Miami. Mrs. Beck informed us the women had organized previous to the convention in September and that they did some wonderful team work. Whasamatter, Miami?

We had a pleasant time St. Valentine's evening. The women entertained the men

with a bunco party at the residence of Mr. and Mrs. H. E. Hilmer. The men seemed familiar with two dice, but had to have a little instruction as to how to use three dice. However, they were apt pupils, as Mr. Hamilton won first prize and Mrs. Payne took consolation prize. Note, this was our secretary's lucky night.

We don't like to pat ourselves on the back or anything like that, but the men tell us that attendance has picked up noticeably in the local since the women have become interested. The main point in that remark is "organize more auxiliaries" and you will find the men will take more interest in the local and their wives will know more about union-made goods and more regarding what unionism means in general. In fact, we are all enthused and hope it's catching.

MRS. L. T. PAYNE.

WOMAN'S AUXILIARY L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

Well, we're back again, after a few months' silence, with lots of good news.

The auxiliary had the pleasure of welcoming in two new members—Mesdames Barnes and Price. We are having a membership drive through the month of March and in our next letter we hope to have several other new names on the roll.

Did you ever see a moonlight night in Florida? Well, folks, it's most impossible to stay indoors on a night like this, so we decided to have an ole time weiner roast. One of our members, Mrs. Colston, who is fortunate enough to own a suburban home, asked us out to share it with them. Fires were lighted in the yard and at 8 o'clock the fun began. Weiners and marshmallows were roasted. Lots of games were played. There was also music to add its charm to a night like that. Everyone returned feeling they had spent one of the most enjoyable moonlight nights ever.

Many of us have had the pleasure of listening to the electrical quartet at Atlanta over the radio. It is always worth a half hour of anyone's time.

Several of Local No. 177's members, also auxiliary members, have been sick. We are glad to say they are up and out again.

Our next meeting will be at the writer's home. This meeting will be in the form of a social. Not only members of the auxiliary but wives of L. U. No. 177's members who are not auxiliary members are invited. We hope through this we may arouse their interest and that they will not only see their need in the auxiliary, but that it's their duty to their husbands and to Local No. 177.

We were glad to hear from one of our old members, Mrs. Sternberg, who is in New York at present. It's always a pleasure to hear from old members and we would like to hear from other auxiliaries, also.

(MRS.) R. FLEMING HEMPHILL.

The main thing about a book is not in what it says, but in what it asks and suggests. The interrogation-point is the accusing finger of orthodoxy, which would rather be denounced than questioned. — Horace Traubel.

GLOVES

Postpaid

SABIN COMPANY GLOVES,

No. 209 Cream Horsehide hand and back of fingers to knuckles, out seam, hold tight back--

\$1.65

536-38-40 West Federal Street Youngstown, Ohio

GAMBLERS?

"Couldn't ever catch me 'short' on the stock market," asserts Angus MacDonald. "I've got my savings in good sound real estate, and I'm satisfied with a steady 5%. As soon as I get the balance paid on that last lot I bought, I'm going to take out insurance on my wife and children in that Family Group—that's certainly a good policy."

AND HE THINKS HE DOESN'T GAMBLE!



"Jack is surely proud of our new sedan," confides Mrs. Brown to Mrs. Jones, "and he is paying for it out of his allowance that used to go for poker parties. You see Jack doesn't believe in gambling now that he has a family." Then adding it as an afterthought, she said, "Jack's father came over to see us last night. He's an electrical worker, you know, and wants Jack, myself and our two kiddies to be insured in their Family Group Policy. We're planning to do it, too, as soon as the car is paid for."

YES, JACK HAS QUIT GAMBLING!



Don't gamble with time and opportunity. Now is the time and here is the opportunity for safe low-cost group life insurance for the relatives of Electrical Workers, in the

ELECTRICAL WORKERS FAMILY GROUP POLICY

Write to the International Office, if you need additional application blanks, or information.

You will find an application blank ready for your use on the following page.

APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the.....of..... a member
(Give relationship)
of the International Brotherhood of Electrical Workers, Local Union No....., and I hereby apply for.....
units or \$.....life insurance, and will pay \$.....each.....
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and no deformity, except.....

(State any exceptions)

Date of Birth.....Occupation.....Race.....
(Month-Day-Year)

Birthplace.....Sex.....

Beneficiary.....Relationship.....
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....
(Street and number—City and State)

Date.....
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
G. M. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Riggs)



Cut Here

Cut Here

IN MEMORIAM

Charles Du Bourg, L. U. No. 3

Charles Du Bourg, treasurer of Local Union No. 3, I. B. E. W., died February 8, 1930, age 65.

Du Bourg was present at the first organization meeting of this local, nearly 40 years ago; he attended the last meeting before his death.

From first to last he was one of the most conspicuous workers for the advancement of the order, and the betterment of his fellow workers.

He held every office in the local at some time during the years of his service.

His allegiance to union principles, his devotion to the cause of the local, have so enshrined him in the hearts of his Brothers that death cannot efface his memory; therefore be it

Resolved, That as an evidence of our sympathy, our recognition of his work and appreciation of his worth, we send a copy of this resolution to the bereaved family; that a copy be sent to the Journal of the I. B. E. W. for publication and that a copy be spread upon the minutes of the local.

FRANK WILSON,
President.
G. W. WHITEFORD,
Secretary.
Committee.

William A. Cooke, L. U. No. 6

The Lord giveth and the Lord taketh away. Whereas the Great and Supreme Ruler of the universe has in His infinite wisdom removed from this life among us our most worthy and esteemed brother, William A. Cooke; and

Whereas Local Union No. 6, of the International Brotherhood of Electrical Workers, records with deep sorrow and regret the untimely passing away of Brother Cooke; and

Whereas the memory of his many sterling qualities will remain with us for years and years to come; therefore be it

Resolved, by the members of Local Union No. 6 of the International Brotherhood of Electrical Workers in special meeting assembled this nineteenth day of February, 1930; That we extend to the family of our late Brother, William A. Cooke, our sincere sympathy and profound regret; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, a copy be sent to the International Office with a request that they be published in the official Journal and that a copy be spread in full upon the minutes of Local Union No. 6.

ALBERT E. COHN,
FRED S. DESMOND,
W. C. ROSS,
HARRY P. BRIGAERTS,
WM. L. RHYS,
Committee.

CHAS. B. WEST,
President.
CHAS. W. BOWMAN,
Recording Secretary.

The foregoing resolutions were adopted at a special called meeting of Local Union No. 6, held on Wednesday, February 19, 1930.

John J. Keenan, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom to call from our midst our worthy Brother, John J. Keenan; and

Whereas in the death of Brother Keenan Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 9 acknowledges its great loss in the death of our Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 9 extends its condolence to the family of Brother Keenan in their great affliction; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

CHARLES J. CONLEY,
WILLIAM WALLACE,
HARRY SLATER,
Committee.

Benjamin Levatino, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Benjamin Levatino; and

Whereas in the death of Brother Levatino Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; be it therefore

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Levatino and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother Levatino, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

CHARLES J. CONLEY,
WILLIAM WALLACE,
HARRY SLATER,
Committee.

Fred Thurston, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Fred Thurston; and

Whereas Local No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Thurston one of its true and good members; therefore be it

Resolved, That Local No. 9, of the International Brotherhood of Electrical Workers, hereby expresses its great appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local No. 9 tenders its sincere sympathy to the family of Brother Thurston in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

CHARLES J. CONLEY,
WILLIAM WALLACE,
HARRY SLATER,
Committee.

Irving Weber, L. U. No. 20

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Irving Weber; and

Whereas we, as members of Local Union No. 20, deeply feel our loss, and extend to the family of Brother Weber our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of our Local Union No. 20, a copy to the family of our late Brother and a copy be sent to the International Office to be published in our official Journal.

C. SCHROFF,
C. WRIGHT,
D. PADUANO,
J. SINNOTT,
Committee.

Walter Tschickardt, L. U. No. 28

It is with a feeling of sadness and deep regret that we record the death of our Brother, Walter Tschickardt, who, after a long illness, passed away on March 2, 1930; and

Whereas in the death of Brother Tschickardt, Local Union No. 28, I. B. E. W., has lost one of its most devoted and loyal members; therefore be it

Resolved, That Local Union No. 28 extend their sincere sympathy and condolence to his bereaved family, and may God in His infinite wisdom and mercy bless and comfort them in their sorrow; and be it further

Resolved, That a copy of these resolutions be recorded in the minutes of our local, a copy be sent to Mr. August Tschickardt, his father, a copy sent to our International Journal for publication and that our charter be draped for 30 days in his memory.

S. B. PRATHER,
J. H. MCCAULEY,
T. J. FAGEN,
Committee.

Dan B. Tuttle, L. U. No. 39

It is with deep regret and sorrow that L. U. No. 39 records the passing into the Great Beyond of our worthy Brother, Dan B. Tuttle; and

Whereas we shall greatly miss his sunny disposition and fraternal spirit; therefore be it

Resolved, That we, the members of L. U. No. 39, extend our sincere and heartfelt sympathy to those who remain to mourn his loss; and be it further

Resolved, That in respect to his memory our charter be draped for a period of 30 days and that a copy of these resolutions be sent to his family and a copy to our official Journal for publication; and be it further

Resolved, That we, the members of L. U. No. 39, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

COMMITTEE.

Frank Wentworth, L. U. No. 52

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Frank Wentworth; and

Whereas we, as members of Local Union No. 52, I. B. E. W., deeply mourn our loss, and extend our heartfelt sympathy to his bereaved family and relatives in their hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our late Brother Wentworth, a copy be spread upon the minutes and a copy be sent to the official Journal for publication.

W. DODGE,
W. BOND,
J. GILLIGAN,
E. SCHROEDER,
Committee.

E. M. Bullock, L. U. No. 66

Since it has pleased Almighty God in His divine wisdom to allow the grim reaper to visit us and take out of our midst our dearly beloved Brother, E. M. Bullock, it is with deepest sorrow and regret that we, the members of Local Union No. 66, I. B. E. W., Houston, Texas, mourn the death of so true and loyal a member. Brother Bullock was held in the highest esteem among all who knew him. He was a loving father, and a faithful husband.

We therefore extend our sincere sympathy to his bereaved family, and may their sorrow be lessened by knowing that though his work was not finished it was well done. May God in infinite wisdom bless and comfort them; be it

Resolved, That as a last tribute to the memory of Brother Bullock the charter of Local Union No. 66 shall be draped for a period of 30 days; be it further

Resolved, That a copy of these resolutions be placed on the minutes of this meeting, a copy sent to his bereaved family and one to our Journal for publication.

L. M. KAYS,
DICK KING,
Committee.

George Bowman, L. U. No. 105

Whereas Almighty God has reached forth into our midst and has taken from among us one who has constantly striven to attain the ideals for which this organization was founded; and

Whereas the members of L. U. No. 105, I. B. E. W., deeply regret the death of our friend and Brother, George Bowman; therefore be it

Resolved, That a copy of this resolution be sent to the family of our late Brother, a copy be spread on the minutes of the union and a copy be sent to the Journal for publication and

Resolved, That we drape our charter for a period of 30 days.

THOS. H. READ,
J. CAREY,
Business Secretary.
GEORGE ALLAN,
President.
J. McNAMARA,
Secretary.
Committee.

A. V. Allison, L. U. No. 177

The many friends of Brother A. V. Allison will regret to learn of his death which occurred at St. Augustine, Fla., on February 25. His sudden passing was reported to the members of Local Union No. 177, I. B. E. W., of which he was a member, on Thursday last, and a committee from this local immediately went to St. Augustine to investigate and make arrangements for the funeral, which was held at Port McCoy, Fla., on Saturday, February 28. He was working aboard a boat and in

some manner, as he was returning aboard in the night, accidentally fell overboard and was drowned before help could reach him.

Brother Allison had been a member of Local No. 177 since 1919 and had served this local as its secretary and as its business agent. He was not married and is survived by his father, Mr. W. B. Allison, of Fort McCoy, a brother and other relatives, besides a host of friends here where he had been well and favorably known for many years.

Wm. T. Crook, L. U. No. 309

It is with deep regret and sorrow that we, the members of Local Union No. 309, of the International Brotherhood of Electrical Workers, mourn the loss of our esteemed Brother, William T. Crook; and therefore be it

Resolved, That we, as a union in Brotherly love, extend our heartfelt sympathy to his relatives and friends; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy sent to the International Office to be published in the official Journal, and a copy be spread on the minutes of Local Union No. 309.

J. B. NUGENT,
Secretary.
F. FOREE,
President.

M. Tuft, L. U. No. 319

It is with regret and sorrow that Local Union No. 319, I. B. E. W., records the passing into eternal life of Brother M. Tuft. The loss is distinctly felt by Local Union No. 319, I. B. E. W. Our Brother, ever alert to acclaim, was unceasingly reluctant to deprecate his fellow man. To Divine Providence do we commend his departed spirit. May his soul rest in peace.

H. B. DAWSON,
G. MITCHELL,
Committee.

A. H. Hogg, L. U. No. 329

It is with saddened hearts and a feeling of deep regret that we, the members of Local Union 329, Shreveport, La., are called upon to pay our last respects to our worthy friend and Brother, A. H. Hogg;

Whereas the sudden and untimely death of our Brother came while in performance of his duty;

Resolved, That we extend to the bereaved family our sincere sympathy and commend them to God for comfort in their hour of sorrow with the knowledge that each member of Local Union No. 329, I. B. E. W., shares their grief; and be it further

Resolved, That a copy of these resolutions be forwarded to his widow, that a copy be sent to the official Journal for publication and a copy be spread on the minutes of our organization, and that our charter be draped for a period of 30 days.

ROY C. JOHNSON,
Press Secretary.

Edgar Hawkes, L. U. No. 353

Whereas the members of Local Union 353, I. B. E. W., Toronto, Can., deeply regret the death of our friend and Brother, Edgar Hawkes; therefore be it

Resolved, That we extend our heartfelt sympathy to the bereaved family; and be it further

Resolved, That a copy of this resolution be sent to the family, a copy spread on the minutes of the local union and a copy sent to our official Journal for publication.

W. H. BROWN,
Recording Secretary.

Joseph Thomas Heywood, L. U. No. 392

Whereas Almighty God in His infinite wisdom has seen fit to call to his eternal reward our worthy Brother, Joseph Thomas Heywood;

Resolved, That it is with the deepest sorrow we extend our sympathy to his bereaved wife and children and may they be strengthened in this hour to know that each member of Local Union No. 392, I. B. E. W., shares their grief.

Resolved, That a copy of these resolutions be sent to his family, a copy sent to our official Journal, a copy spread upon the minutes and our charter draped for a period of 30 days.

CHARLES VON HERPE,
I. SEYMOUR SCOTT,
JOHN J. SHEEHAN,
Committee.

Howard W. Graybeal, L. U. No. 393

Whereas our Heavenly Father has in His infinite wisdom seen fit to call to the Great Beyond Brother Howard W. Graybeal, and

Whereas in his going Local Union No. 393, I. B. E. W., has lost a true and faithful Brother, highly respected by all who associated with him; therefore be it

Resolved, That Local Union No. 393 extend to Brother Graybeal's family our deepest sympathy in their sad bereavement; that our charter be draped in mourning for 30 days, that a copy of this resolution be sent to our official Journal for publication and a copy spread on the minutes of this meeting.

J. E. SELF,
GEO. F. MICKEY,
J. G. VANALSTINE,
J. E. SMITH,
R. R. GRANT,
C. L. FERRIS,
Committee.

Joseph W. Lang, L. U. No. 494

Whereas it has pleased Almighty God in His divine wisdom to take from our midst our worthy Brother, Joseph W. Lang; and

Whereas we, as members of Local Union No. 494, International Brotherhood of Electrical Workers, deeply mourn our loss and extend our heartfelt sympathy to his bereaved family in their hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread on the minutes of our Local Union No. 494, and a copy be sent to the official Journal of our Brotherhood for publication.

ARTHUR C. SCHROEDER,
JOSEPH M. GLOYECK,
EDWIN L. PLEHN,
CHAS. PETERSON,
F. M. BARKSDALE,
Sick Committee.

C. S. Kremer, L. U. No. 580

Whereas the Almighty God has seen fit to call from our midst Brother C. S. Kremer; and

Whereas this departure from our midst of a tried and true Brother has cast a pall of sorrow over Local Union 580; therefore be it

Resolved, That this resolution expressing our sorrow be spread on the minutes of this local union, and that a copy be sent with our deepest sympathy to the bereaved family, also to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother.

W. R. PETERS,
F. M. ANDRUS,
G. W. GRIM,
Committee.

G. W. Nelson, L. U. No. 595

Whereas it is with deep sorrow and regret, that the officers and members of Local Union No. 595, I. B. E. W., learn of the sudden death of our fellow member, G. W. Nelson; therefore be it

Resolved, That we extend our sincere sympathy and condolence to the family of our esteemed Brother, in the hope it may lessen their sorrow; and be it further

Resolved, That a copy of these resolutions be placed on our minutes, a copy sent to the bereaved family, and a copy sent to our official Journal for publication.

J. J. YOUNG,
Recording Secretary.

Earl C. Davis, L. U. No. 972

Whereas it has pleased Almighty God in His infinite wisdom to remove from our midst our friend and brother, Earl C. Davis; and

Whereas it is our desire to honor him in death for his many years of service while a member of this organization; now therefore be it

Resolved, That we extend our sympathy and condolence to those who remain to mourn his loss; be it further

Resolved, That a copy be sent our official Journal for publication;

Resolved, That a copy of this resolution be sent to his family, a copy be recorded in the minutes and that our charter be draped for a period of 30 days.

C. S. DAVIS,
FRED LYNN,
EARL SPINDLER,
Committee.

Whoever serves his country well has no need of ancestors.—Voltaire.

PLAGUE OF UNEMPLOYMENT SWEEPS ACROSS THE WORLD

(Continued from page 196)

55,000 individual handicraftsmen 733,000 wage earners, and 42,000 small employers. I am sorry that I can not find any figures for the moment to show what proportion the handicraftsman is of the total French population, as that is important to make my point good. It is that lack of the figures which makes me call my explanations of the unemployment in France merely suggestions rather than complete explanations.

"As to the third point, you readily see how the existence of a large small-holding population offers substitution and alternatives for industrial work, and makes for a highly self-sustaining population.

"To meet the requirements of both agriculture and mining for seasonal labor, France has built up a series of treaties with Poland, Italy and Czechoslovakia in particular. I won't go into the details of that except to say that careful arrangements are made to bring the labor into France and return it to its home country when the necessary work is completed. Understanding is had as to pay, hours, and other advantages of employment, such as benefit funds, holidays, medical care, etc., etc. These treaties have proved very important in connection with the work of reconstruction following the war. This work no doubt has served to explain much of the demand for labor in France, while other countries were suffering from unemployment.

"I suppose I might add another explanation by pointing out that France did not devalue her currency after the war. France allowed matters to drift and when industry apparently became settled on an even keel, the government merely announced that the currency was stabilized. They made no artificial effort to restore it to its former value. They suffered the bane of rising prices but they refused to back-track and go through the agony of rapidly deflated prices."

Inevitable contrast between these countries and the United States comes to mind. Unemployment in America has been variously placed at from 3,000,000 to 6,000,000. The machine undoubtedly plays a part in the jobless drama. In one city, St. Paul, it was found that a tabulation of unemployment for 1925, 1926, 1927 and 1928, showed a "static unemployment situation in the face of a growing working population"—a condition no doubt characteristic of every industrial community.

RADIO

(Continued from page 222)

pressions rising above the surface whereas the impressions were grooved in the wax. From the "master" is made a "mother." The reason for not making the final discs from the "master" is that in peeling off the "master" the wax is spoiled. If, then, in making the discs from the "master," it should for any reason be ruined, no impression of the music would exist, and another recording would have to be made, which is a costly process. For safety's sake, the "master" is filed away. But the "mother" is a counterpart of the wax, and also of the final disc, the impressions being grooved. So from the "mother" is made a stamper, with the lines rising above the surface. From the stamper are pressed the final discs, which are composed of earth material and shellac. The final discs are sent to the broadcasting stations, and on turntables exactly corresponding to those in the recording studio, together with electrical pickup, are played the faithful reproductions of the original performance.

NOTICES

A. C. Krell, card No. 4389, has been suspended by L. U. No. 22 for violation of Section 4, Article 31, of the Constitution and assessed the sum of \$1,000.

J. P. BROWN,
Financial Secretary and Business
Representative.

Stay Away From Detroit

A surplus of building trades workers, in particular, of the electrical workers in the city of Detroit makes it imperative that Local Union No. 58 notify the membership to stay away from this field of operation. Heavy unemployment conditions exist regardless of all statements to the contrary from any source. It will be to the mutual benefit of everyone if this notice is heeded.

FROST.

Stay Away From Akron

There is a surplus of all building trades craftsmen in this city, along with poor pay and working conditions. We are asking the aid and support of all by giving this notice wide publicity and stay clear of Akron.

Yours fraternally,

W. H. WILSON.

DEATH CLAIMS PAID FROM MARCH 1 INCLUDING MARCH 31, 1930

No.	Name	Amount
329	Allen Hogg	\$825.00
155	A. W. Ferry	1,000.00
66	Ernest Bullock	1,000.00
3	John J. Flanagan	1,000.00
52	Frank Wenworth	1,000.00
84	F. M. Hicks	1,000.00
3	Edw. A. Clayton	1,000.00
392	Thomas Heywood	1,000.00
58	W. T. McCaugherty	825.00
I. O.	C. I. Thorsen	1,000.00
501	H. F. Rumsey	1,000.00
163	Dewitt Davis	1,000.00
488	Louis R. Hair	1,000.00
9	J. J. Keenan	1,000.00
580	C. S. Kremer	1,000.00
177	A. V. Allison	1,000.00
134	C. W. Schulze	1,000.00
494	Joseph Lange	1,000.00
309	W. T. Crook	1,000.00
26	John L. Rosser	1,000.00
28	W. Tscheckardt	1,000.00
9	Fred Thurston	1,000.00
77	H. Weiland	825.00
I. O.	H. W. Niestadt	1,000.00
702	G. L. Burwell	1,000.00
713	W. H. Engle	1,000.00
134	E. P. Moore	1,000.00
611	J. C. Hughes	1,000.00
39	D. B. Tuttle	1,000.00
134	W. J. Calkins	1,000.00
3	A. J. Larkin	1,000.00
6	W. A. Cooke	1,000.00
55	Frank Sutherland	1,000.00
98	S. W. Fisher	1,000.00
38	E. Goldbrand	1,000.00
		\$34,475.00

Total claims paid from March
1, including March 31, 1930.. \$34,475.00

Total claims previously paid..... 1,882,570.10

Total claims paid.....\$1,917,045.10

My horse was very lame, and my head did ache exceedingly. Now what occurred I here avow is truth—let each man account for it as he will. Suddenly I thought, "Can not God heal man or beast as He will?" Immediately my weariness and headache ceased; and my horse was no longer lame.—*John Wesley's Journal.*

WEAF BROADCASTS BIERETZ'S ANSWER TO BELL COMPANY

(Continued from page 212)

he is compelled to continue in the employ of the company irrespective of his dissatisfaction with the terms of employment, because after a period of employment with the company, and due to his training only in the work of the company, he is incapable of rendering satisfactory service to another employer. The telephone company, controlling practically all such work throughout the country and carrying out a system of not permitting an employee, whose services have been dispensed with in any one locality from being employed in any other locality, virtually dictates to the employee that he shall work for the company alone. His confidence in himself is destroyed, his independence no longer exists, he dare not voice a protest against the conditions of employment. He virtually becomes a slave of the company. Imagine if you can, the utterly hopeless and despairingly helpless state of mind of an individual who has perhaps given 10 or 15 years, and these perhaps the prime years of his life, in service of this telephone monopoly, and finds himself totally dissatisfied and discontented, but unable to change his position. Does this not constitute slavery? Is the individual not chained to service in the telephone company? Must he not accept the dictates of the company with reference to his salary or wages and working conditions? Must he not go wherever directed or sent by the company, even though it be against his desires or will? Must he not stand in abject terror of losing his position when he is conscious of the circumstances in which he finds himself with reference to his lack of ability in any other line of endeavor? Again, I ask, does this not constitute slavery?

Wage Slaves Sold Nets Unemployment

The company, through mechanization, is contributing enormously to unemployment. In one city employing 5,000 operators, where partial mechanization has taken place, jobs have shrunk almost 50 per cent, and in his report to stockholders in 1929, just made public, Mr. Walter Gifford, president of the American Telephone and Telegraph Company, stated that 26 per cent of the telephones were now automatic, and within five years, that is in 1934, 60 per cent of all telephones in use would be automatic. Is it serving the public well to, in the face of tremendous profits of the telephone company, add so much contribution to the conditions of unemployment? The telephone company, of course, maintains that the automatic telephone affords better service to the consumer, and probably it does, but would the telephone company consider this feature of so much vital importance if the question of increased profit were not involved? Again, considering the gigantic profits of the telephone company, can it not be reasonably expected of them to retain the number of employees by reducing their hours of labor and by increasing their wage rate per hour so that the employee will not become either a burden in other already overtaxed industries, or an object of charity and a problem of society?

People generally are too familiar with the total disregard for not only the Public Service Commission, but even the purpose for which Public Service Commissions were created, as evidenced by the recent attempt to obtain an increased evaluation of \$133,000,000 in New York, to excuse any attempted elaboration on this situation. The

New York case has devolved into a battle between the New York Telephone Company, the largest subsidiary of Bell, and the Public Service Commission. According to state law the commission has the say-so of telephone rates. The company slipped into the federal court of New York and secured a decision which granted an increase of evaluation of \$133,000,000. This gave the company an excuse for a revision of telephone rates in New York upward. At once, there was a vigorous protest. The Public Service Commission declared that it was being encroached upon illegally. Governor Roosevelt asked for a committee to survey the commission that it might be re-organized with wider and more stringent authority, and New York representatives in the Congress of the United States introduced bills, making it illegal for any public utility to go into a federal court on a rate matter before all the state channels of adjustment had been exhausted.

The Michigan case of 1929 in which the state attacked the amount of royalty which the American Telephone and Telegraph Company, the holding company, collected from its subsidiary, the Michigan Bell Telephone Company, is but another instance of proof of the compounding of capitalism through mergers. In this case, the court ruled against the company on the grounds that the Bell Telephone Company, the holding company, was a dummy and a fiction, and was not entitled to collect such huge sums from subsidiaries.

The Massachusetts case of two or three years ago was also a fight between the New England Bell Telephone Company, a subsidiary, and the Massachusetts Public Service Commission. The Public Service Commission made a ruling favoring the International Brotherhood of Electrical Workers, in its right to wire the new Statler Hotel for telephones. The tremendous power of this colossal telephone monopoly resulted in a court decision that virtually put the Massachusetts Public Service Commission out of business.

Nation-Wide Struggle

These three cases and many others throughout the United States indicate the intensity of the struggle between the Bell Telephone Company and the respective communities.

The Bell monopoly is composed of a huge holding company, namely, the American Telephone and Telegraph Company, 38 companies usually identified with regions or states as holding companies; one manufacturing company, the Western Electric; one distributing company, the Graybar Electric; one investment company, the Bell Telephone Securities; one research organization, the Bell Telephone Laboratories. This scheme does not at all indicate the wide ramifications of the Bell Telephone monopoly. It is strongly interested in:

The Radio Corporation of America.

It virtually controls all the talking apparatus in the moving picture theatres of America and Europe.

It has recently entered the amusement field, through its seeking control of the Fox Film Corporation.

It has wide communication holdings in Mexico, South America, Spain, and many other nations of the earth.

The financial report of the company fixed its total assets at \$4,268,438,088, a growth of half a billion dollars over 1928. The profits of the company are concealed profits and various means are resorted to in order to swell the valuation upon which rates are supposed to be based. In 1928, the company

had a surplus and reserves amounting to \$1,117,000,000.

No State Control

As evidence of the lack of governmental control over the Bell monopoly, the Interstate Commerce Commission merely approves or disapproves of purchases of independent companies by the monopoly and the Interstate Commerce Commission does not know what rates the telephone monopoly charges. Long distance rates are classed as interstate commerce, but the chief point of difference has been domestic rates in the various cities and states. The Interstate Commerce Commission states "if the commission is to collect data on telephone rates, the Interstate Commerce Act will have to be amended by Congress." A great friend of the Bell monopoly are the federal courts, and usually all rate questions eventually reach the federal courts for adjustment. The state courts usually render decisions against the Bell monopoly.

From the preceding statement of facts, it must be quite clearly seen that there exists justification for apprehension in the situation.

The Bell Telephone Company is not subject to effective control by the Interstate Commerce Commission. The state courts are limited in their authority by reason of the interstate nature of the telephone company's business. The federal courts are too far removed from the influence of separate communities. The Public Service Commissions of various states are only possessed of authority to regulate to the degree in which the telephone company acquiesces. There is no effective regulation of the relations between the company and the public. There is no effective regulation of the terms that the company may impose upon the public, and the company is therefore in a position where the company can, and does, reap staggering profits, converts a large portion of those profits into capital, and then demands and collects profits on the wealth accruing to the company through accumulated unreasonable profits.

Cuts Into Purchasing Power

The company is absorbing a large proportion of the wealth of the country and is, through its labor policies of underpaying employees, by failing to produce employment opportunities for its employees displaced by mechanization, and by exacting unreasonable and enormous profits from the public, contributing materially to the impoverishment of the purchasing power of the country.

From the foregoing one cannot escape very definite convictions concerning the social significance of the telephone company in its relations between new capitalism, the world of labor, and society.

Inasmuch as labor constitutes the foundation upon which the building known as industry and which houses society rests, that which is detrimental to labor or the foundation is detrimental to industry and as a consequence to society itself.

The labor policies of the Bell Telephone Company, one of the richest corporations in the world, constitute a menace to social progress.

It is only fair that organized labor, and this is the first time this term has been used in this talk, should be asked the question "Why has organized labor not more effectively combatted the labor policies of the company?" It is not my purpose to say that organized labor is without responsibility in the situation and I frankly admit that in the past our organization was simply not organized to cope with it because of, first, the anti-social and anti-labor policies of the Bell management; second, the cruel, anti-social, and despotic tactics used to break up unions, and third, the hypocrisy of the management. The more material reasons have been, first, the pension and benefit plans; second, the large turnover in labor, especially among the female employees, and, third, the company had dollars at its disposal while the labor organizations had only pennies.

Will America Awake?

The dormant American mind contains within it an irresistible potential force. The dormant American mind has been tortuously toyed with by the telephone company and there is goodly evidence of its awakening. The management of the company may feel perfectly safe and secure by reason of the length of time the American mind has remained inactive, but it is a dangerous impression to be under, that the American mind will never awaken and will always remain insensible and unconscious to social destroying procedures. As the liquor interests, through their sins of omission, are responsible for the eighteenth amendment and the present conflicting opinions on the question, just so, are the monopolistic interests of this country, through their continued and perpetual practice of ignoring the justice of labor's cause and the rights of the public to be held responsible for their opinions.

Shylock Will Get His

I believe that a public utility should be made use of to expand industry and to justly serve the demands of that expansion. I do not believe that industry should be straight-jacketed by public utilities. I believe the telephone company, like other monopolistic corporations, will outlive its wealth, and view with hollow eye and wrinkled brow, an age of poverty. I believe

the public is preparing to demand of the courts, justice in the interpretations and decisions rendered in the case of the people versus the telephone company. I believe the telephone company is perpetually contriving against the people. I believe the time is not far distant when the telephone company will ask "Shall I not have barely my principal?" and will be told in reply, "the party against which he doth contrive, shall seize one-half his goods; the other half comes to the privy coffer of the state." I believe this means public ownership.

There are among us those who hold that public ownership is not so good. With those people I have no quarrel, but I cannot understand the mind that believes public ownership would be as bad, as devastating, and detrimental to social progress, as monopolistic control of the necessities of society by private corporations.

The telephone company, in taking its "pound of flesh" may not be cognizant of the fact, but it is getting dangerously near the heart.

The telephone company through its policy of unemployment aggravation, low wage compensation, and "public be damned" policies constitutes one of the most threatening and detrimental contributions to social disintegration that it is possible to conceive. Shakespeare's interpretation of the laws of Venice required that in exacting of the pound of flesh it is not permissible to draw one drop of blood. It must be remembered that Shakespeare's interpretation of the laws of Venice was predicated upon justice. The telephone company in exacting its pound of flesh through the destruction of individuality, the sapping of vitality, and through the smothering of independence of its employees, as well as through its policy of burdening industry with unjust taxation for service, has spilled and wasted at least, figuratively, buckets of blood. The telephone company is adding its contribution to the concentration and compounding of capital, with the result that the middle class of society is fast becoming exterminated and the age of poverty, despite superficial surface observations, fast approaches. And to their query, "Shall I not have barely my principal?" the reply, "the party against which he doth contrive, shall seize one-half his goods; the other half comes to the privy coffer of the state," is inevitable.

It seems impossible that justice will require other than public ownership in order that our social structure may be preserved.

We are intelligent beings; and intelligent beings can not have been formed by a blind brute, insensible being. There is certainly some difference between a clod and the ideas of Newton. Newton's intelligence came from some greater Intelligence.—Voltaire.

HOW MANY MEN ARE IDLE? NOW, NORMALLY?

(Continued from page 202)

ESTIMATED AVERAGE MINIMUM VOLUME OF UNEMPLOYMENT, 1920-1927

	(in thousands)							
	1920	1921	1922	1923	1924	1925	1926	1927
Total employees attached to non-agricultural pursuits	27,558	27,989	28,505	29,293	30,234	30,941	31,808	32,695
Minimum number of unemployed:								
Manufacturing	487	2,554	1,761	432	924	578	552	727
Construction	230	248	230	220	350	345	280	422
Transportation and communication	170	598	580	251	340	184	144	152
Mines, quarries, oil wells	274	470	520	329	326	308	323	380
Public service, mercantile, miscellaneous	240	400	350	300	375	360	370	374
Minimum total unemployed	1,401	4,270	3,441	1,532	2,315	1,775	1,609	2,055

The Mistress of the Sea or The Seaman's Choice

(Typed to Alfred E. Smith's proposed mooring mast atop the Empire State Building on the site of the old Waldorf-Astoria.)

By JACK PLAYFAIR, L. U. No. 46

Come all you aviators, near and far,
Till I tell you the choice of my ocean car.
This Lindy stuff is simply rank!
And his plane as seaworthy as an army tank.
Please do not throw up your hands and shout;
Well do I know what I am talking about.

When I again wandering feel,
And o'er the ocean's depth I feel
My craft will have sides of steel—
And thick ones, too—
Fastened to a keel, with eternal glue;
And a rudder stock,
With but one rival—the doomsday rock.

Sail on time?
Betcha, rain or shine!
When sailing time doth draw near;
"Let go," comes word the trumpet clear;
And all along the ship's side we hear:
"Aye, aye, sir, all is clear."

Now come greetings galore,
From shore to ship and ship to shore;
And our "sweeties" standing by,
With heaving breast and batting eye,
Some think that we are doomed to die.
Ah, the poor dears!
As now they mix their fears with tears.
Bravest in the land you know;
But even from the bravest tears will flow.

One swain doth say as he heaves a sigh,
"Now, now, dearie, don't you cry;
I'll be back, bye and bye."
Other half—too full to speak—
Blows a kiss upon the cheek;
Band on top-side it doth play,
As it is a gala day
When the Leviathan sails away.

Above you hear no whirling sound,
Nine hundred full feet on the ground!
And we slowly down the channel glide,
Like a groom with his bride.
Quickly stops all cross talk,
Fluttering handkerchiefs—now fading dock.
Though loud the whistles din
Many eyes with tears will dim.

On the bridge, Skipper, Mate and Pilot, natty
and neat,
(Takes two to watch, while one doth eat.)
All are happy down below,
As round and round the engines go,
Churning the water to foam, at a speed far
from slow!
No matter how the winds do blow;
Stormy skies, decks piled high with snow,
Though well an army of men might pale,
She will undaunted face the fiercest gale!

When outside, she will roll,
Which brings the joy to a seaman's soul!
Pilot swings off as though to his doom!
Commander sniffs at the gloom.
Ah, what joy the day he shipped as cabin
boy;
And for forty years,
His voice has been music to the traveler's
ears.

In that service ripened with the years,
Stained with blood and drenched with tears.
In rolling seas, or "piling high":
"Twixt wind and water, his thoughts to lie,
Only on his last voyage will he safely fly,
As will the spirit of you and I.

In early fall
Fog banks raise like prison walls!
But on she sails supreme!
Shrieking her fog siren.

All is still upon the bridge—
Like a night on Vimy Ridge—
When quickly Lady Echoes report:
"Iceberg lying off to port."
And she breathes the words, "More room,
Lest we, too, meet our doom."
And we cautiously creep
Away from this terror of the deep.

Mermaids stand aghast,
As this monster rambles past;
Burning eyes galore—
Like a phantom ship of yore!
Nostrils belching smoke,
As though some demon from the depths had
woken.

Thus, the great ship doth wear away the night
To greet the morning's light;
With waters startling diamonds bright.
Oh, what wonders doth greet the mariner's
sight!

As round and round the world they poke,
As long as she has fuel to smoke;
For, like fish, on land she'll croak!
Bottom always will be tight,
Long as master treats her right.
That's why we grew to seamen bold
And rove the sea like pirates old;
Though she doth fret and scold
'Bout our craft, with heart of gold!

When on the great Leviathan I do "put to
Sea";
Transported to the greatest heights
A traveler can hope to be.

Bound in triple bonds of surety,
Speechless in humility.
At labor's award bestowed upon humanity;
Without labor where would be her sublimity?
Emphatically, do I say of her, and her great
family:
"They are the 'Mistress of the Sea'
For now and all eternity."

"THE JUICEMAN."

Looking around on the noisy inanity of
the world,—words with little meaning, ac-
tions with little worth,—one loves to reflect
on the great Empire of Silence, higher than
all stars; deeper than the Kingdom of Death!
It alone is great; all else is small.—*Carlyle.*

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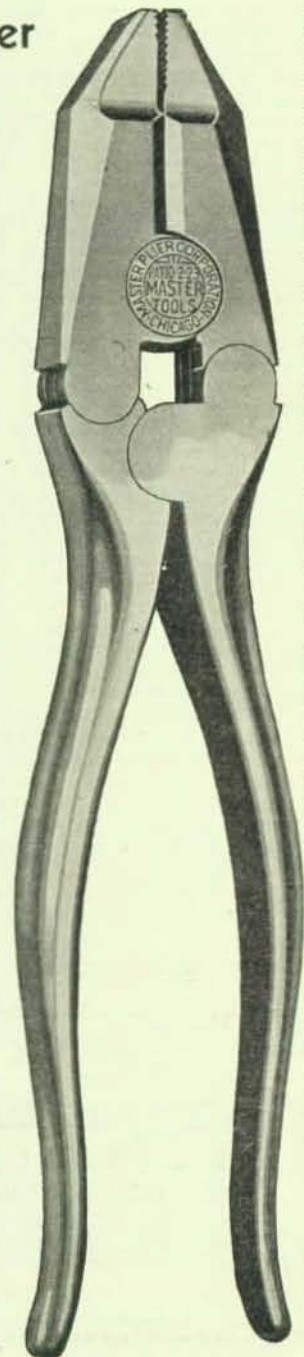
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Sir William Crookes said of himself in 1904, "From my earliest recollections I was always trying experiments and reading any book of science I could find. . . . I fitted up a cupboard as a sort of laboratory, and caused much annoyance and trouble in the house by generating smells and destroying furniture. . . . I was always regarded (by his family) as a bit of a fool, who would never get on." But he did "get on"—though he would probably have said he "got off and on." His fortunes varied.

He entered the Royal College of Chemistry in 1848, and in 1851, at 19, he was senior assistant to its head. In 1855 he spent one year as teacher of chemistry at the Chester College of Science. Following his marriage in 1856, his income was variously derived from photography, editing, giving lectures on chemistry, and after money troubles galore, at 33 he set out to get wealthy by a new method of extracting gold and silver from ore.

He made disinfectants to fight plagues; fertilizers and deodorants, but always Crookes experimented fondly with light. He photographed rays that the eye had never seen before, he discovered a metal . . . thallium . . . from the unusual green lightline in its spectrum. He took pictures of solar eclipses, measured the corona of the sun and studied the power of repulsion in light rays, inventing the radiometer to measure the force of light radiations.

William Crookes was first to produce a vacuum containing only one-millionth the original amount of air. Without the mercury air pump, Crookes could not have done this thing, which was to lead to the incandescent bulb and modern lighting.

After perfecting the mercury air pump so he could get a high vacuum in a glass tube, he passed an electrical discharge into the tube. A golden-green glow was produced. By enclosing different gases in tubes, Crookes got different luminous effects, and very nearly discovered the X-ray.

Instead of electrifying a gas in a tube, Edison simply passed the current through a filament placed in a bulb "exhausted to a high vacuum," and he had a modified Crookes tube which we call the incandescent lamp.

Crookes soon made electric lamps, also; establishing lamp works at Battersea, in

charge of his son. Though he left the industrial arena to Edison and others, the jury of the electrical exhibition at Paris officially stated: "None of them would have succeeded but for the extreme vacuum which Mr. Crookes has taught us to manage."

INEXPENSIVE MEAT DISHES

(Continued from page 219)

attractive slices of part meat and part dressing.

"Saratoga" Chops

When buying lamb chops, if you feel you can't afford the preferred loin chops, ask for "Saratoga" chops. This is a new cut, from the shoulder, and has the advantage of being boneless.

Pot Roast with Vegetables

A cheap and satisfactory beef roast may be obtained by selecting a large, solid cut from the rump, which contains no bone and very little fat, and therefore is doubly economical. Sear well on all sides in an iron kettle, add one-half cup of water, cover closely and simmer slowly for two hours, adding water when necessary and turning occasionally to keep from sticking. When nearly done, add salt to taste, and whatever vegetables you wish. Serving plenty of vegetables, you know, is healthful and also seems to make the meat go further! Brown the roast for half an hour in the oven, then remove it and the vegetables to a large platter. Stir flour into the fat remaining in the kettle, add water to make a savory gravy.

"Pick-Up Puddings"

Eggs have been coming down in price rapidly, and we can afford to use them quite freely again.

I call these pick-up puddings because they combine the pick-ups that will be found in every pantry—a slice of dry cake, a bit of left-over canned fruit, a tablespoonful of nuts, a quarter-cupful of raisins, a couple of cookies, a few marshmallows, or even a crusty, dry cinnamon roll. Any combination of these may be used for a very nourishing, delicious, and digestible pudding for the small family.

The basis of the pudding is a baked egg and milk custard. Butter an earthenware pudding dish of about one pint capacity, and into it break an egg. Beat the egg slightly and continue beating as you add one scant cup of milk and a tablespoonful of sugar. When well mixed, cut into small pieces the cake, cookies or left-over cinnamon roll, enough to almost fill the pudding dish. Mix in a few raisins, nuts, or marshmallows, whichever you happen to have, or a bit of cooked fruit, such as a peach or slice of pineapple, cut up. Flavor as you prefer—with a half-teaspoon

of vanilla, or sprinkle of cinnamon and nutmeg.

Set the pudding dish in a pan of hot water, and bake in a slow oven until a knife inserted into the pudding comes away clean. This quantity will provide four small dishes of pudding. It should be served with thin cream. Great variety is possible in the ingredients, and because of the custard basis, it is easily digested, even by children and invalids.

NEW POLICIES DISCUSSED BY EXECUTIVE COUNCIL

(Continued from page 220)

existed, with a brief exception, since Local No. 578 was chartered.

"The International President is requested and authorized to see, either in person or through such person as he may designate, that the provisions of this decision are immediately placed in force and operation.

"We direct the attention of all interested to the clear duty of every member of the organization, regardless of local union affiliation, to co-operate to remove the web of absurdity that prohibits members of either local from performing work within a distance of less than a mile from their local union headquarters, as it is clearly shown that members of Local 578 theoretically were prohibited from working in Lodi, and members of Local No. 102, of Paterson, prohibited from working at such points as East Paterson—a distance as approximately 150 feet from the territory all acknowledge as being their recognized territory.

"Rendered at Washington, D. C., this 11th day of March, 1930.

"INTERNATIONAL EXECUTIVE COUNCIL.

"By (Signed) CHAS. P. FORD,

"Chairman.

"By (Signed) M. P. GORDAN,

"Secretary."

The council proceeded to review subjects handled by correspondence in the interim since its last regular session, following which an adjournment was taken.

(Signed) M. P. GORDAN,

Secretary.

RAILROAD ELECTRICIANS IN BUSINESS CONFERENCE PLAN

(Continued from page 206)

ert every effort in opposing the introduction of this vicious system.

8. Payroll deductions. The deductions from compensation for insurance, pensions, welfare associations (athletic welfare, etc.) should be opposed by the local committees as well as general committees as this was the recommendation of the conference after a lengthy discussion regarding the application of the various deduction methods employed by railroad management. Further that such associations, partisan clubs, etc., only work to the detriment of the best interests of the spirit of trade unionism and the progress of the craft involved.

The conference adjourned after having held five sessions, consisting of 19 hours in actual conference. The 30 general chairmen and representatives felt that a better understanding in general had been arrived at, acquaintance ripened among all present, and departed with kindly feeling toward each other, with the brotherly desire that none would be absent from the next conference one year hence.

I am quite certain there is nothing which draws so good, or at least so large a congregation as a fight in the pulpit.—Bolton Hall.



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LOCAL UNION OFFICIAL RECEIPTS FROM FEBRUARY 11, TO MARCH 10, 1930

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS					
1	13772	14311	80	870473	870503	204	622738	622762	343	648308	648316	521	720882	720888
1	925479	925603	81	717956	718025	205	983315	983323	344	688686	688701	522	209248	209250
1	963629	963644	83	76658	77001	208	473829	473853	347	950098	950195	522	904101	904139
2	956901	957090	84	821720	821948	209	448321	448357	348	108751	108840	526	962290	962301
3	Series A. 14013-14100		86	778611	778775	212	579562	579658	348	815446	815600	527	661427	661442
3	" A. 14951-15000		87	32070	32078	213	751527	751722	349	900701	900821	528	747760	747800
3	" A. 15236-15300		88	720506	720525	214	953984	954099	349	656131	656290	529	988072	988083
3	" A. 15513-15600		89	167060	167062	214	990483	990495	350	995622	995632	530	688461	688486
3	" A. 15623-15900		90	901621	901730	214	674333	674344	351	978818	978823	532	809204	809283
3	" A. 15901-16200		94	690527	690535	215	85280	85307	352	555596	555625	533	963352	963355
3	" A. 16201-16500		95	558463	558467	217	983552	983558	353	942366	942590	535	745556	745591
3	" A. 16501-16800		96	498975	499086	222	860667	860679	354	672387	672415	536	629764	629781
3	" A. 16801-17100		99	7532	7663	223	612871	612891	355	638512		537	839174	839195
3	" A. 17101-17400		100	554933	554946	224	800023	800078	356	653024	653039	538	334331	334354
3	" A. 17401-17700		101	574376	574379	225	626953	626966	358	861501	861551	539	907932	907943
3	" A. 17701-18000		102	817700	817749	226	659824	659850	363	305076	305143	540	624620	624664
3	" A. 18001-18300		103	736251	736850	229	654237	654248	365	822275	822281	543	692022	692028
3	" A. 18301-18600		103	736851	737290	230	18111	18221	366	635050	635051	545	640455	640495
3	" A. 18601-18900		105	247913	247980	231	776003	776020	367	833045	833095	547	655718	655733
3	" A. 18901-19200		106	909519	909570	232	265197	265215	368	127446	127459	548	618569	618577
3	" A. 19201-19500		107	5307	5332	233	655168	655190	370	649453	649454	551	290922	290929
3	" A. 19501-19752		109	648616	648625	234	189141	189142	371	624131	624146	552	278926	278933
3	" A. 19801-19900		110	892477	892590	235	973722	973731	373	429151	429160	556	648974	648994
3	" A. 19901-20327		111	996826	996833	236	661162	661168	377	783096	783240	557	692319	692331
3	" A. 20401-20441		113	836840	836878	237	476095	476126	379	614743	614755	558	39205	39210
3	" B. 3096-3266		114	733643	733656	238	313308	313345	382	628054	628078	561	571095	571290
3	" B. 3817-3900		115	700179	700200	240	857635	857646	384	724440	724443	564	740668	740675
3	" B. 4038-4200		116	955941	956060	241	606773	606794	387	651916	651932	565	902662	902673
3	" B. 4304-4737		117	692617	692640	242	730376	730380	389	591113	591126	567	818181	818240
3	" B. 4801-4999		118	890935	891005	246	306628	306647	392	467935	468000	568	904095	904100
3	" B. 5101-5256		119	989694	989700	247	604245	604267	392	13501	13570	568	6751	7094
3	" C. 253-307		119	700101	700109	248	671688	671703	393	854051	854179	569	260082	260246
3	" D. 2963-3000		120	224629	224657	249	634191	634203	394	610901	610910	570	15754	15779
3	" D. 3249-3300		122	952541	952710	251	646969	647010	395	613017	613036	571	632696	632728
3	" D. 3301-3600		124	19259	19315	251	694701	694709	396	871975	872037	572	604018	604036
3	" D. 3601-4109		125	895419	895947	252	263139	263200	397	299211	299250	574	348745	348750
3	" D. 4201-4251		127	856929	856966	254	98755	98773	397	948351	948358	574	928101	928195
3	" F. 4296-4481		129	314454	314468	255	56461	56477	400	479986	480000	575	382235	382264
3	" G. 558-361		130	850871	851120	257	651374	651389	400	9751	9820	578	494040	494125
3	" G. 601-608		131	646062	646079	260	970029	970032	401	202471	202486	581	9021	9055
4	647166	647174	132	691725	691739	262	792667	792711	402	831762	831769	584	960858	961100
5	31950	32098	133	316053	316072	263	689638	689662	405	536603	536638	584	699201	699260
6	856101	856407	134	56251	56690	264	39001	39015	406	93001	93004	586	608991	609018
6	813279	813350	134	967153	967850	265	566843	566879	406	598175	598209	588	823301	823340
7	862528	862624	134	840844	841100	267	679414	679422	407	731855	731869	591	997104	997120
9	757861	758090	134	966351	967100	268	417409	417412	408	961246	961376	594	691426	691437
10	610676	610715	134	962601	962840	269	240647	240743	409	976988	977055	595	976267	976487
12	800672	800678	134	968601	968870	270	694112	694145	411	608523	608535	596	440383	440392
15	863688	863703	134	969351	969890	271	277431	277456	413	813869	813948	598	686090	686098
16	671359	671379	134	841602	841850	275	571908	571928	415	701301	701323	599	924419	924438
17	21901	23160	134	967851	968600	276	354295	354308	415	617089	617100	603	620648	620660
18	806411	806600	134	970101	970850	280	589019	589032	416	773226	773233	607	600766	600787
18	16501	16830	134	964970	965600	281	220253	220270	421	619057	619080	610	726374	726375
20	796020	796100	135	859234	859250	283	728994	729000	424	615089	615098	611	638007	638029
21	634995	635028	136	935717	935797	284	941648	941753	427	652667	652692	613	941061	941144
26	908858	909055	137	215627	215638	285	641052	641067	429	871252	871272	616	6075834	6075850
26	939490	939564	138	785805	785839	286	639285	639291	430	643316	643331	617	693838	693866
27	868881	868897	139	788066	788088	288	359975	360000	431	989866	989876	619	675245	675252
28	16501	11806	140	653529	653591	288	701001	701012	432	601846	601850	623	998521	998553
28	912643	913100	141	154994	155019	290	732535	732543	433	495621	495710	625	481861	481903
30	598246	598272	143	739296	739350	291	527617	527634	434	662072	662100	627	852458	852466
31	150361	150373	145	91501	91522	293	604717	604740	440	123536	123550	630	595264	595284
33	441591	441595	145	777308	777350	295	992311	992322	441	999548	999562	631	944633	944655
35	484595	484848	146	988675	988680	296	976992	977007	443	600570	600587	636	230613	230656
36	640106	640130	150	646636	646648	298	463977	464047	444	528381	528434	640	33001	33017
37	315665	315696	151	874156	874380	300	966760	966762	446	521215	521250	640	507691	507750
39	905256	905469	152	576171	576185	301	670485	670499	449	616643	616657	646	820493	
40	951806	952055	153	931180	931196	302	998064	998073	454	696396	696406	648	731521	731597
41	910780	910850	154	841756	841761	303	528195	528200	456	740171	740219	649	449087	449122
41	6001	6027	155	417681	417690	305	698325	698368	458	662789	662805	653	674188	674204
42	628967	628979	156	676531	676581	306	629232	629232	460	615773	615781	656	610021	610046
43	788833	789061	157	649756	649764	307	976763	976778	461	255609	255631	660	629552	629593
44	973393	973400	158	830469	830485	308	158482	158522	464	652869	652875	661	649321	649347
45	977604	977616	159	394482	394500	309	884176	884275	465	772067	772100	665	555094	555133
46	553141	553340	159	110251	110275	310	209873	210000	465	77251	77337	666	490897	490950
46	550501	551040	163	820279	820328	310	777351	777467	466	628374	628420	668	74251	74258
47	651015	651038	164	899619	899650	311	577395	577455	468	296240	296250	668	499492	499500
48	887011	887200	165	654531	654540	312	791191	791233	471	662457	662476	669	921554	921576
50	529248	529300	167	628710	628717	313	624026	624080	472	612028	612033	675	32305	32

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
723	25536	25597	916	603467	603468	225	626954, 956.	3	Series B. 4157, 4315,
725	817677	817678	918	593237	593261	262	792681-690.	4346, 4999, 5249-	
728	949837	949840	919	59254	59258	261	6090000.	5252.	
731	460022	460044	931	862494	862504	355	638510-511.	3	Series C. 256, 275.
732	431876	431905	937	15001	15035	446	521223-240.	3	Series D. 2966, 2968,
734	914812	914927	948	834657	834690	548	618570.	2977, 2986.	
735	670778	670795	953	134049	134064	564	740667.	3	Series D. 3415, 3549,
743	722205	722239	956	632805	632820	684	538587-607.	3564, 3599, 3631,	
746	621362	621365	958	657206	657211	686	306997.	3656, 3703, 3729,	
757	697106	697138	963	38507	38516	723	25595.	3734, 3774, 3806,	
759	734637	734648	968	869499	869505	950	632761-770.	3897-3900, 3927,	
760	603213	603240	969	634037	634049	996	626273.	3933, 4207.	
762	658404	658428	970	694401	694408	1086	350163-193.	3	Series F. 4328, 4372,
770	656901	656934	970	702898	702900			4401-4404.	
770	609737	609750	971	443029	443032			9	757317, 943.
771	330524	330528	972	875540	875550			18	16722.
773	475107	475159	972	665001	665007			28	10579, 10637, 11023,
784	884858	884960	982	439053	439061				11028.
787	916076	916087	987	976307	976323			30	598246.
794	891589	891653	991	684838	684846			35	484672.
798	954390	954405	995	639647	639679			46	550588, 766, 954,
802	674656	674664	996	626270	626281				956.
808	868852	868865	1012	879745	879748			48	887051, 097, 141,
809	644414	644439	1024	572148	572199				154, 200.
811	967986	967992	1025	973008	973012			50	529265.
820	591423	591428	1029	789485	789513			51	647591-600.
835	841000	841007	1036	445769	445817			59	893995, 894010, 013,
840	245167	245181	1037	372601	372700				023.
842	624815	624822	1042	373118	373119			65	921870, 922038, 055,
849	623427	623432	1045	280077	280079				077.
850	745964	745972	1057	482298	482318			66	928084.
854	370997	371032	1086	350125	350194			76	929005.
855	3773	3789	1087	681199	681205			77	890301.
857	240645	240658	1091	350689	350725			83	76798.
858	617791	617800	1095	599476	599496			84	821794.
858	699801	699834	1099	787200	787225			125	895421.
862	619700	619719	1101	341460	341467			131	646060-061.
863	636319	636344	1105	862023	862041			134	841814.
864	946205	946250	1108	645652	645661			177	785262.
869	546502	546513	1118	622115	622142			194	959006.
870	794148	794193	1131	994390	994396			201	723838-840, 847.
873	364079	364097	1135	614045	614052			205	983313.
874	37762	37773	1141	689063	689093			223	612878.
875	625188	625195	1144	533834	533843			251	694703, 646982.
885	671127	671169	1147	690826	690851			293	604734.
886	259214	259227	1154	323001	323043			298	463985.
890	706339	706342	1156	835705	835818			305	698330.
892	651573	651590						307	976773.
900	597581	597586						308	158500.
902	543406	543473						310	209724.
907	38919	38924						323	601603, 606, 608.
912	28554	28634						325	609377.
914	72528	72556						347	950106.
915	971266	971273						349	900726.

VOID

1	963634.
2	957036, 043.
3	Series A. 15289.
3	" A. 16190.
3	" A.
3	" 16312, 16385.
3	" A. 16694.
3	" A. 17226.
3	" A. 17472.
3	" A.
3	" 17701, 17901.
3	" A.
3	" 18358, 18455.
3	" A.
3	" 18493-18496,
3	" 18512.
3	" A.
3	" 18568, 18581.
3	" A.
3	" 18854, 18890,
3	" 18897.
3	" A.
3	" 19540, 19558,
3	" 19704, 19882,
3	" 19974 - 19975,
3	" 20316, 20415,
3	" 20417 - 20418,
3	" 20426, 20429,
3	" 20437 - 20438,
3	" 20440.
3	Series B. 3096, 3098,
3	" 3101, 3109, 3120,
3	" 3143, 3153, 3200,
3	" 3205, 3221-3224,
3	" 3245.
3	Series B. 4047, 4102,
3	" 4135.
3	Series B. 3261.

MISSING

43	788961-789060.
107	5306.
107	628714-715.
181	832483-500.

PREVIOUSLY LISTED MISSING-RECEIVED

76	417126.	374-375.
	377-379,	928911-
	912.	
131	646059.	
300	966750.	
394	610896.	
421	619051-055.	
429	871245-250.	
481	853048-050.	
557	692316.	
584	748380.	
731	460020.	

BLANK

581	9023-9025,	9054-
	9055.	

PREVIOUSLY LISTED VOID-NOT VOID

343	648280.
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(Continued from page 210)

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